Sanjay Ghodawat University, Kolhapur

2019-20

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

Year and Program SYBBA	**School of Commerce and Management**	**Department - MANAGEMENT**
Course Code – MBC 205	**Course Title – HUMAN RESOURCE MANAGEMENT**	**Semester – Odd (III)**
Day and Date Saturday 23/11/19	**End Semester Examination**	**Time: 3 Hrs, Max Marks: 100** 10.30 am to 1.30 pm

Instructions:
1) All Questions are compulsory.
2) Figures to right indicate marks, Bloom's level, and course outcomes.
3) Use suitable examples, whenever necessary.

			Marks	Level	COs
Q.1		**Answer the Following Questions.**			
	a)	**True & False (Any 5)**			
		1) Human resource is one of the important factors of production.	10	L1	CO1
		2) Acquisition means procurement of human resources.			
		3) Job description is the statement of minimum level of qualifications, skills, and abilities.			CO2
		4) Job analysis information will be used for HRP process.			
		5) HRP also termed as manpower planning.			
		6) Management judgment is not a demand forecasting method.			CO3
	b)	**Answer the short questions (Any 5)**			
		a) Define the term 'Screening'.	10	L1	CO4
		b) Recall the definition of placement.			
		c) List out the types of training need analysis?			
		d) Why Management Development techniques are offered by organization?			CO5
		e) Define the term 'Performance Appraisal'.			
		f) Narrate in short 360 Degree method of performance appraisal.			CO6
Q.2		**Answer the Following Questions.**			
	a)	Discuss the scope of HRM with suitable example.	10	L2	CO1
		OR			
	a)	Describe in detail functions of HRM.	10	L2	CO1
	b)	List out the methods of data collection for job analysis and explain it in your words.	10	L1	CO2
		OR			
	b)	Explain the uses of job analysis and explain it with suitable example.	10	L2	CO2

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Q.3		**Answer the Following Questions.**			
	a)	Assume you are Asst. HR Manager of Pragati Pvt. Ltd. Your organization would like to forecast demand of human resource for future period of time. Critically evaluate which factors are affecting on estimation of human resource.	10	L4	CO3
		OR			
	a)	Illustrate in detail stages of HRP Process.	10	L3	CO3
	b)	Interpret the process of selection with the help of graphical presentation and explain it suitable example.	10	L3	CO4
		OR			
	b)	Describe the various source of recruitment.	10	L2	CO4
Q.4		**Answer the Following Questions. (Any 2)**			
	a)	Narrate the differences between training and development.	10	L1	CO5
	b)	Explain in detail off – job – methods of training.	10	L2	CO5
	c)	Interpret in detail on – the – job techniques of management development.	10	L3	CO5
Q.5		**Answer the Following Questions. (Any 2)**			
	a)	List out the traditional methods of performance appraisal and explain it in your words.	10	L1	CO6
	b)	Discuss on purposes of performance appraisal.	10	L2	CO6
	c)	Examine the modern methods of performance appraisal which are used in HRM.	10	L4	CO6

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