Sanjay Ghodawat University, Kolhapur

2020-21

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

EXM/P/09/00

Year and Program: SY BBA	**School of Commerce and Management**	**Department: Management**
Course Code: MBC 205	**Course Title: HUMAN RESOURCE MANAGEMENT**	**Semester : III**
Day and Date: Saturday 05.12.2020	**End Semester Examination**	**Time : 2 Hrs.** **Max Marks : 50**

Instructions: 1) All Questions are compulsory.

		Marks	Bloom's Level	CO
Q.1	**Answer the following (any Two)**–			
a)	Mr. Rajeev is a newly appointed HR Executive in Prithvi Industries. Mr. Sudhir working as an Asst. HR Manager in the same company. Assume you are Mr. Sudhir and Examine how many functions HR department performs for managing people effectively.	9	L4	CO1
b)	State the differences between Personnel Management and HR Management with suitable examples in your own words.	9	L1	CO1
c)	Illustrate with suitable justification for what purposes information of job analysis is used in HRM	9	L2	CO2
Q.2	**Answer the following (any two)** –			
a)	Assume you are HR Specialist and Identify about the different factors which are playing direct and indirect role while determining human resource requirement of a Company.	8	L2	CO3
b)	List out the sources available for attracting candidates for recruitment drive of any organization.	8	L1	CO4
c)	Interpret the different phases of selection process which helps to make selection process more precise and systematic.	8	L3	CO4
Q.3	**Answer the following (any two)** –			
a)	Conducting training is very essential in any organization for imparting new SKA to the employees. Memorize how organizations are going to identify training need for improvement in the overall performance of organization and employee.	8	L1	CO5

b)	Ms. Taral is working as an Asst. Manager – HR in the Vijay Group of Industries. She would like to acquire higher designation. Assume you are HR Consultant and describe different on – the – job methods which helps Ms. Taral to posses required SKA to become Manager in the Vijay Industries.	8	L2	CO5
c)	Demonstrate with suitable examples how do you considered for defining importance of performance appraisal in any organization.	8	L3	CO6

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