

# END TERM EXAMINATION

THIRD SEMESTER [BBA] FEBRUARY 2023

Paper Code: BBA205

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

Note: Attempt five questions in all including Q.No.1 which is compulsory.

Q1 Write **Short note on three:**

(3x5=15)

- a) Human Capital
- b) Induction Process
- c) Career planning and career development
- d) Evolution of Human Resource Management

Q2 Discuss the importance of Human Resource Management in the present day competitive environment. Distinguish between Human Resource Management and Personnel Management. (15)

Q3 What do you understand by employee empowerment? Describe various approaches to empowerment in brief. Discuss the process of Job Analysis. (15)

Q4 Human Resource Planning involves the movement of an organization, from its current manpower needs to the desired manpower needs. Discuss the various steps in Human Resource Planning. (15)

Q5 Discuss the need for scientific selection process. Briefly explain different tests used in the selection of employees. (15)

Q6 Indicate the steps needed in recruitment of the employee. What different precautions HR manager has to take at the time of recruitment? (15)

Q7 What are the limitations of conventional performance appraisal methods? Explain? How does 360 degree appraisal technique overcome these limitations? Examine. (15)

Q8 Critically examines the social security benefits available to industrial workers in one country. What steps will you suggest to improve them?(15)

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**Xiang Xie**



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## **Table of Contents Human Resource Management Nexam Question Papers**

1. Understanding the eBook Human Resource Management Nexam Question Papers
  - The Rise of Digital Reading Human Resource Management Nexam Question Papers
  - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Nexam Question Papers
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in a Human Resource Management Nexam Question Papers
  - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Management Nexam Question Papers
  - Personalized Recommendations
  - Human Resource Management Nexam Question Papers User Reviews and Ratings

- Human Resource Management Nexam Question Papers and Bestseller Lists
- 5. Accessing Human Resource Management Nexam Question Papers Free and Paid eBooks
  - Human Resource Management Nexam Question Papers Public Domain eBooks
  - Human Resource Management Nexam Question Papers eBook Subscription Services
  - Human Resource Management Nexam Question Papers Budget-Friendly Options
- 6. Navigating Human Resource Management Nexam Question Papers eBook Formats
  - ePub, PDF, MOBI, and More
  - Human Resource Management Nexam Question Papers Compatibility with Devices
  - Human Resource Management Nexam Question Papers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Human Resource Management Nexam Question Papers
  - Highlighting and Note-Taking Human Resource Management Nexam Question Papers
  - Interactive Elements Human Resource Management Nexam Question Papers
- 8. Staying Engaged with Human Resource Management Nexam Question Papers
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Human Resource Management Nexam Question Papers
- 9. Balancing eBooks and Physical Books Human Resource Management Nexam Question Papers
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Human Resource Management Nexam Question Papers
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Human Resource Management Nexam Question Papers
  - Setting Reading Goals Human Resource Management Nexam Question Papers
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Human Resource Management Nexam Question Papers
  - Fact-Checking eBook Content of Human Resource Management Nexam Question Papers
  - Distinguishing Credible Sources

13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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