

BBA-303(N)

B. B. A. (Third Semester)

EXAMINATION, Dec., 2017

(New Course)

Paper Third

**HUMAN RESOURCE MANAGEMENT**

Time: Three Hours]

[Maximum Marks: 70

Note: Attempt questions from all Sections as directed.

Inst. The candidates are required to answer only in serial order. If there are many parts of a question, answer them in continuation.

**Section-A**

(Short Answer Type Questions)

Note: Attempt all questions from this Section. Each question carries 3 marks.

1. (A) Industrial Revolution and its contribution.

(B) Welfare Officer.

(C) Concept of Human Resource Strategy.

(D) and Rowan Plan.

(E) Scope of Ergonomics.

(F) Assessment Centres.

(G) Deamess Allowance,

(H) Gripe Boxes.

(I) Criteria for evaluation of training effectiveness.

(J) Motion study and therbligs.

**Section-B**

(Long Answer Type Questions)

Note: Attempt any two questions. Each question carries 10 marks.

2. 'Human Resource Management is an advancement over the traditional concept of Personnel Management.' Do you agree? Explain.

3. Enumerate the important features of HRD. How does HRD make an organisation dynamic and growth oriented ?

4. Discuss the need for HR policies in any organisation. Illustrate your answer with examples from the corporate world.

5. What are the major objectives of Human Resource Planning? What role can HRP play in a major bank in the current competitive environment ? Discuss the strategies that the bank may adopt for managing surpluses and shortages. You can make suitable assumptions.

### Section C

(Long Answer Type Questions)

Note: Attempt any two questions. Each question carries 10 marks.

6. Differentiate between 'forced choice method and 'forced distribution method of performance appraisal. What errors can managers make in appraising their subordinates?

7. Trade Unions in our country suffer from several weaknesses. Discuss.

8. Differentiate between Taylor's differential piece rate system and Merrick's differential piece rate system.

From the following particulars calculate the total earning of workers A, B and C under Merrick's differential piece rate system:

Normal rate is ₹ 5 per unit

Standard production per hour = 10 units

In an 8 hours day:

A produced 65 units

B produced 70 units

C produced 110 units

9. Differentiate between need-based minimum wage and statutory minimum wage.  
Explain the fixation of wages under Minimum Wages Act in India.