2025/12

SET A

BBA LLB
THIRD SEMESTER
HUMAN RESOURCE MANAGEMENT III
BBLB – 302 [REPEAT]

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

Objective

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1X20=20***

1. What is the primary purpose of personnel policies within an organization?
   a. To provide a set of rules for employees to follow at all times
   b. To guide decision-making and actions related to personnel management
   c. To establish strict guidelines that restrict managerial discretion
   d. To define the job responsibilities of every employee

2. Which step is the first in the process of formulating personnel policies?
   a. Communicating the policy across the organization
   b. Collecting data from various sources
   c. Identifying the need for a policy
   d. Evaluating the impact of the policy

3. Why is training an essential part of Human Resource Development (HRD)?
   a. It ensures employees meet their current job requirements but does not focus on their long-term development.
   b. Training helps employees gain technical and soft skills and aligns personal growth with organizational objectives.
   c. Training is only conducted for new employees to understand their job roles.
   d. Training focuses solely on improving leadership skills.

4. What is the primary objective of the selection process in HRD?
   a. To hire the candidate with the most experience
   b. To choose candidates who best align with the organization's values and long-term goals
   c. To select candidates based on their ability to work under pressure
   d. To hire candidates based on their educational background

5. Which of the following best describes the recruitment process in Human Resource Development (HRD)?
   a. It is the process of hiring employees based on their personal connections.
   b. It focuses on finding candidates who align with the current and future needs of the organization.
   c. Recruitment is only concerned with filling immediate vacancies.
   d. It focuses on promoting internal employees to new positions.

6. What is the primary objective of the National Education Policy (NEP) 2020 in India?
   a. To promote vocational training and skill development at the university level
   b. To transform India's education system by focusing on holistic development and skills-based learning
   c. To eliminate the Right to Education Act (RTE)
   d. To increase the number of private schools in rural areas

7. Which scheme promotes apprenticeship training to bridge the gap between theoretical education and practical skills needed by industries?
   a. Skill India Mission
   b. National Apprenticeship Promotion Scheme (NAPS)
   c. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
   d. National Rural Livelihoods Mission (NRLM)

8. Which initiative was launched in 2015 with the goal of digitally empowering citizens and promoting digital literacy in rural areas?
   a. Atal Innovation Mission (AIM)
   b. Digital India
   c. Make in India
   d. National Skill Development Corporation (NSDC)

9. What is the focus of the National Rural Livelihoods Mission (NRLM)?
   a. Providing urban job opportunities for women
   b. Promoting self-employment and entrepreneurship among rural women
   c. Developing vocational training in urban sectors
   d. Encouraging youth to migrate for work opportunities

10. Which initiative aims to create a culture of innovation and entrepreneurship among students and professionals by establishing Atal Tinkering Labs in schools?
   a. Make in India
   b. Unnat Bharat Abhiyan
   c. Atal Innovation Mission (AIM)
   d. National Apprenticeship Promotion Scheme (NAPS)

11. Which of the following is a type of learning?
   a. Cognitive
   b. Social
   c. Experiential
   d. All of the above

12. Individual behavior in organizations is primarily determined by:
   a. Organizational policies
   b. Internal factors and external factors
   c. Only personality
   d. Market trends

13. Organization development focuses on:
   a. Increasing employee turnover
   b. Improving organizational effectiveness
   c. Reducing teamwork
   d. Avoiding change

14. Transactional analysis is used for:
   a. Studying monetary transactions
   b. Understanding interpersonal communication and behavior
   c. Calculating investments
   d. None of the above

15. Behavior modeling in HRD emphasizes:
   a. Risk-taking
   b. Learning by observing others
   c. Ignoring feedback
   d. Avoiding training

16. Self-directed learning is important in HRD because it:
    a. Discourages independence
    b. Builds lifelong learning skills
    c. Limits creativity
    d. Reduces engagement

17. Human Resource Accounting can be defined as:
    a. Increase employee turnover
    b. Assign value to human assets
    c. Avoid financial analysis
    d. Limit employee growth

18. An objective of Human Resource Accounting is to:
    a. Outcomes of actions
    b. Duties and moral rules regardless of outcomes
    c. Personal virtues
    d. Economic efficiency

19. Control in organizations refers to:
    a. Restricting all employee actions
    b. Ensuring activities are aligned with organizational goals
    c. Ignoring planning
    d. Avoiding feedback

20. The importance of Control in management includes:
    a. Ignoring errors
    b. Monitoring progress toward goals
    c. Avoiding targets
    d. Reducing accountability

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Descriptive

Time : 2 hrs. 30 min. **Marks : 50**

[Answer question no.1 & any four (4) from the rest]

1. Define Human Resource Development. State the Primary Functions of Human Resource Development, 3+7=10

2. What are some of the Major HRD Challenges? 10

3. What is Personnel Policy? State the key principles in formulating effective personnel policies, 3+7=10

4. Explain the process of policy formulation in personnel management. What are the challenges faced during the implementation of these policies? 5+5=10

5. Describe the stages of Experiential Learning. 10

6. Discuss classical conditioning, and observational learning with examples of how each can be applied in the workplace. 5+5=10

7. Define organizational development (OD) and discuss its main goals. 5+5=10

8. Define Human Resource Accounting. State its objectives. 3+7=10

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