

BBA LLB
SECOND SEMESTER
HUMAN RESOURCE MANAGEMENT- II
BBLB – 202
[USE OMR FOR OBJECTIVE PART]

SET
A

Duration: 3 hrs.

Full Marks: 70

Time: 30 min.

[Objective]

Marks: 20

Choose the correct answer from the following:

1×20=20

1. Key aspects of placement in HRM include:
 - a. Job Analysis
 - b. Employee Assessment
 - c. Career Development
 - d. All of the above
2. The objectives of placement in the context of Human Resource Management (HRM) encompass:
 - a. Reducing Turnover
 - b. Career Development
 - c. Succession Planning
 - d. All of the above
3. Two important dimensions signifying placement are :
 - a. Career Development
 - b. Organizational Performance
 - c. Both A&B
 - d. None of the above
4. Key components and objectives associated with the induction process
 - a. Building Relationships
 - b. Training and Skill Development
 - c. Employee Engagement
 - d. All of the above
5. Important principles of training are:
 - a. Relevance
 - b. Effectiveness
 - c. Engagement
 - d. All of the above
6. Importance of training can be estimated from the following parameters:
 - a. Employee Development
 - b. Adaptability
 - c. Talent Retention
 - d. All of the above
7. The objectives of training are:
 - a. Change Management
 - b. Succession Planning
 - c. Both A & B
 - d. Neither A & B
8. Features of training are:
 - a. Feedback and Evaluation
 - b. Multimodal Delivery
 - c. Integration with Business Objectives
 - d. All of the above
9. Which of the following is not an approach for Performance Appraisal
 - a. The Casual Approach
 - b. The Traditional Approach
 - c. The Mutual Goal Setting Approach
 - d. The Conventional Approach

10. Which of the following is/are Modern Methods of Performance Appraisal
 - a. Management by Objectives
 - b. Assessment Centers
 - c. Both A & B
 - d. Neither A nor B
11. Which of the following is not a Traditional Method of Performance Appraisal
 - a. Ranking Method
 - b. 360-degree appraisal
 - c. Checklist Method
 - d. Essay Method
12. ROI stands for
 - a. Return on Investment
 - b. Review of Investment
 - c. Review of Industries
 - d. None of the above
13. BARS stands for
 - a. Behaviorally Anchored Rating Scales
 - b. Best Available Rating Scales
 - c. Behavior Acceptance Rating Scales
 - d. Behavior Analysis Rating Scales
14. The three categories commonly used for Grading Method are:
 - a. Outstanding
 - b. Satisfactory
 - c. Unsatisfactory
 - d. All of the above
15. The primary objectives of induction include:
 - a. Orientation to Workplace Policies and Procedures
 - b. Health and Safety Awareness
 - c. Both A & B
 - d. Neither A nor B
16. Steps involved in the induction programme include
 - a. Organization Overview
 - b. Job Roles and Expectations
 - c. Orientation to Workplace Policies
 - d. All of the above
17. Steps in the organization of Executive Development Program includes:
 - a. Identifying Organizational Needs
 - b. Setting Objectives
 - c. Designing the Program
 - d. All of the above
18. Some common methods and techniques used in EDPs are:
 - a. Executive Coaching
 - b. 360-Degree Feedback
 - c. Simulation Exercises
 - d. All of the above
19. EDP stands for:
 - a. Executive Development Program
 - b. Employee Development Program
 - c. Environmental Development Program
 - d. None of the above
20. Which of the following statement is/are true:

Transfers can be initiated by the

 - a. organization or requested by the employee.
 - b. Transfers can be lateral.
 - c. transfer involves moving an employee from one job to another within the same organization
 - d. All of the above

(Descriptive)

Time : 2 hrs. 30 min.

Marks : 50

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

1. What are the steps involved in designing a structured induction program which will help new employees integrate into an organization smoothly. 10
2. What are the key elements included in transfer and promotion policies that provide guidelines for facilitating smooth transitions and career progression within an organization. 10
3. Explain the needs and features associated with training. 10
4. The process of job evaluation involves several systematic steps to assess and determine the relative value or worth of different jobs within an organization. Explain the process. 10
5. A comprehensive job evaluation program should encompass several key essentials to ensure effectiveness, fairness, and alignment with organizational goals. Explain essentials of a job evaluation program. 5+5=10
6. Explain the traditional methods of Performance Appraisal. 10
7. Discuss the various problems related to Performance Appraisal. 10
8. Explain the objectives of Executive Development Program (EDP) revolving around enhancing leadership capabilities. 10

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