2024/12

BBA LLB
THIRD SEMESTER
HUMAN RESOURCE MANAGEMENT-III
BBLB – 302
[USE OMR FOR OBJECTIVE PART]

SET A

Duration: 3 hrs.

Full Marks: 70

(**Objective**)

Time: 30 min.

Marks: 20

Choose the correct answer from the following:

1×20=20

1. What is the primary objective of the National Education Policy (NEP) 2020?
    a. To make all education free in India
    b. To transform India's education system through holistic development and skills-based learning
    c. To promote only technical and vocational education
    d. To digitalize all classrooms in India

2. Under which mission does the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) provide skill training to make the Indian workforce globally competitive?
    a. Skill India Mission
    b. Startup India Initiative
    c. National Skill Development Corporation
    d. Unnat Bharat Abhiyan

3. What is the primary goal of the Digital India Campaign?
    a. To create more government jobs in IT
    b. To digitally empower citizens through digital literacy and access to technology
    c. To build more schools and universities
    d. To provide financial support to startups

4. The Right to Education (RTE) Act, enacted in 2009, guarantees which of the following?
    a. Free education up to secondary level
    b. Free and compulsory education for children aged 6 to 14
    c. Free vocational training for youth
    d. Free digital education for all citizens

5. What is the primary objective of manpower planning?
    a. To ensure an organization has a surplus of employees
    b. To maintain organizational profitability by reducing employee count
    c. To forecast and ensure the right number of employees with the right skills
    d. To focus exclusively on training programs for employees

6. Which staffing approach involves promoting or transferring employees from within the organization?
    a. External recruitment
    b. Talent acquisition
    c. Internal recruitment
    d. Competency-based recruitment

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7. In the context of HRD, development programs aim to achieve which of the following for employees?
   a. Immediate increase in work hours
   b. Long-term growth and preparation for future roles
   c. Short-term job satisfaction
   d. Reducing the need for performance appraisals

8. What is one advantage of internal recruitment in staffing?
   a. It always brings new skills into the organization
   b. It is a cost-effective way to motivate current employees
   c. It eliminates the need for employee training
   d. It ensures no changes in company policies

9. What is the primary purpose of personnel policies?
   a. To impose strict regulations on employee behavior
   b. To act as a guide to executive thinking and decision-making
   c. To eliminate the need for policies on new issues
   d. To provide employees with complete freedom in operations

10. Which of the following is an example of behavioral learning theory in HR?
    a. On-the-job training
    b. Designing reward systems to reinforce behavior
    c. Problem-solving workshops
    d. Blended learning programs

11. Which intervention method focuses on improving group dynamics and teamwork?
    a. Re-engineering
    b. T-Groups
    c. Structural Design
    d. Mergers and Acquisitions

12. What does Organization Development (OD) primarily aim to achieve?
    a. Maximizing profits through cost-cutting
    b. Improving organizational effectiveness through planned change
    c. Increasing individual performance without structural changes
    d. Minimizing employee involvement in decision-making

13. Which theory forms the foundation of behavioral modeling in HRM by emphasizing learning through observation?
    a. Behaviorism
    b. Operant Conditioning
    c. Social Learning Theory
    d. Cognitive Theory

14. Which ego state focuses on rational thinking, problem-solving, and making decisions based on facts?
    a. Parent
    b. Child
    c. Adult
    d. Leader

15. According to the American Accounting Association, HRA is defined as the process of:
    a. Replacing employees based on their cost
    b. Measuring and communicating information about human resources
    c. Conducting annual employee appraisals
    d. Tracking employee attendance

16. The Opportunity Cost Model in HRA assesses an employee's value based on:
    a. Their past performance
    b. The highest bid by a manager within the organization
    c. The overall company budget
    d. The total training expenses

17. What is Human Resource Accounting (HRA) primarily focused on?
    a. Managing physical assets
    b. Measuring the cost and value of employees to the organization
    c. Calculating inventory levels
    d. Tracking company profits

18. Which method in HRA calculates the cost to replace an existing employee with another person of similar skills and experience?
    a. Opportunity Cost Method
    b. Historical Cost Method
    c. Replacement Cost Method
    d. Standard Cost Method

19. Which type of leadership primarily uses a reward-and-punishment system to motivate employees?
    a. Transformational Leadership
    b. Transactional Leadership
    c. Situational Leadership
    d. Servant Leadership

20. Fiedler's Contingency Model suggests that a leader's effectiveness depends on:
    a. The leader's personality only
    b. The leader's style and the situation
    c. The leader's educational background
    d. The leader's ability to multitask

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(Descriptive)

Time : 2 hrs. 30 min.   Marks : 50

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

1. Explain the role of HRD in fostering a positive organizational culture and promoting innovation. Why are these aspects essential for organizational sustainability?   5+5=10

2. Describe the key Human Resource Development (HRD) efforts in India, focusing on major policies, schemes, and initiatives aimed at enhancing skill development, education, and employment opportunities. How do these efforts contribute to national growth?   8+2=10

3. What is the purpose of recruitment in the staffing process for Human Resource Development (HRD)? Explain how effective recruitment contributes to achieving organizational goals.   5+5=10

4. Explain the steps involved in the formulation of personnel policies. Why is it important to periodically review and evaluate these policies?   5+5=10

5. Explain the importance of Learning in Human Resource Management (HRM) and discuss how understanding learning theories, like behavioral and cognitive theories, can improve training and employee performance in an organization.   5+5=10

6. In what scenarios would transactional leadership be more effective than transformational leadership, and vice versa? Provide examples to support your answer.   8+2=10

7. Explain the difference between task-oriented and relationship-oriented leadership styles in Fiedler's model.   10

8. Define Human Resource Accounting (HRA) and discuss its primary objectives. How does HRA contribute to organizational decision-making?   7+3=10

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