

Total No. of Questions : 3]

SEAT No. :

PD-1388

[Total No. of Pages : 3

[6440]-501

S.Y.B.B.A.

**301 : PRINCIPLES OF HUMAN RESOURCE
MANAGEMENT**

(2019 Pattern) (CBCS) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 70

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) A) Multiple choice questions:

[5]

- i) Direction is one of the _____ function of HRM.
 - a) Operative
 - b) Managerial
 - c) Technical
 - d) Analytical
- ii) Process of Human Resource planning consists of _____ step.
 - a) Forecasting
 - b) Development implementation
 - c) Both (a) & (b)
 - d) None of above
- iii) _____ is /are the stages in career.
 - a) Exploration
 - b) Establishment
 - c) Tate career
 - d) All of above

P.T.O.

iv) _____ is a process of acquiring, allocating and utilizing human resources at global level to achieve stated objectives.

- a) IHRM
- b) EHRM
- c) SHRM
- d) DHRM

v) HRM manager has to play _____ role.

- a) Counselor
- b) Administrator
- c) Legal Advisor
- d) All of above

B) Match the pairs:

[5]

- | A | B |
|---|--------------------------|
| i) Co-ordination | a) Operative function |
| ii) Compensation | b) Restrict hiring |
| iii) Demand of employees less than supply | c) Dynamic in nature |
| iv) Demand of employees more than supply | d) Managerial function |
| v) Career | e) Encourage Recruitment |

C) Answer in one sentence :

[5]

- a) Define Job description.
- b) State first 2 steps in human Resource planning.
- c) What do you mean by career anchors?
- d) Define IHRM.
- e) What is electronic HRM?

D) Fill in the Blanks:

[5]

- a) HRM previously referred as _____.
- b) _____ is a statement of human qualifications necessary to do the job.
- c) The amount of enthusiasm and seriousness an employee has while performing his work is known as _____.
- d) _____ means having a wide range of individuals in an organisation.
- e) Human Resource planning is also known as _____.

Q2) Attempt any 3 questions out of 5 :

[30]

- a) Define the term HRM. State and explain objectives of HRM.
- b) What are the factors influencing the estimation of HRP.
- c) Define the term career planning. Explain various stages of career planning.
- d) What are the causes of low employee morale? Discuss the measures to improve morale of employees.
- e) State and explain functions of HRM.

Q3) Write short notes (Any 4) :

[20]

- a) Principles of HRM.
- b) Advantages of Job satisfaction.
- c) EHRM.
- d) Benefits of work from home.
- e) Barriers of HRP.
- f) Outsourcing.

