

Course	: BBAR	Date	: 21-Feb-26
Subject Code	: BBAR-302	Time	: 11:30am to 01.45pm
Subject Name	: Human Resource Management	Duration	: 02.15 Hours
		Max. Marks	: 70

Answer the following (Attempt any three) (30)

- Answer the following (Attempt any four) (20)**

- Part – A (Multiple Choice Questions) (10)

- 1 According to _____ “Human Resource Management may be defined as that field of management which has to do with planning, organizing and controlling the functions of procuring, developing, maintaining and utilizing a labour force.”

A Michael J. Jucious	B Dale Yoder
C Edwin B. Flippo	D George T. Milkovich
- 2 _____ involves opinions of experts to forecast the Human Resources requirement.

A Work Study Technique	B Ratio Analysis
C Econometric Model	D Delphi Method
- 3 “Selection is a managerial decision-making process to predict which job applicants will be successful if hired.” – Who gave this definition?

A Thomas H. Stone	B O. Donnel
C David Decenzo	D Dale Yoder
- 4 In a _____ interview, information of the candidate is discussed in detail.

A Structured	B Stress
C Panel	D In-depth

- 5 Background data related to Human Resources audit includes_____.
 A competitive position of the organisation B industrial overview
 C regulatory environment D All of the above
- 6 Which of the following can be considered by the organisation as the basis of performance appraisal?
 A Individual Traits B Goal Accomplishment
 C Scope for improvement D All of the above
- 7 Which of the following is not a limitation of welfare measure?
 A Absence of measurement tool B High labour cost
 C Improve productivity and efficiency D Expenditure cannot be justified
- 8 The theory based on the notion that human behaviour depends on peoples expectations concerning their ability to perform tasks and to receive desired rewards.
 A Victor Vroom's Expectancy Theory B Herzberg's Theory of Motivation
 C McGregor's Theory X and Theory Y D None of these
- 9 When the cost incurred on recruiting, training and developing employees is considered for determining the value of employees it is called_____.
 A Replacement cost approach B Historical cost approach
 C Opportunity cost approach D None of the above
- 10 Human Resources accounting helps in _____.
 A identifying changes in human resource B maintain a record of investment made on human resource
 C evaluate returns that the human resource generates D All of the above

Part – B (Do as Directed)

(10)

- 1 Define Functional Job Analysis (FJA) model.
- 2 Define E- Recruiting.
- 3 Explain Paternalistic Concept.
- 4 Explain Compensation.
- 5 Explain By-Product.
- 6 Define Job Evaluation.
- 7 Define job Simplification.
- 8 Explain Aptitude test.
- 9 Define Cordial Relations.
- 10 Define Counseling.
