Dr. Babasaheb Ambedkar Open University
Term End Examination December – 2019

Course	**:**	**BBA**	**Date**	**:**	**31-Dec-2019**
Subject Code	**:**	**BBAN-503**	**Time**	**:**	**11:00am to 02:00pm**
Subject Name	**:**	**Human Resource Development**	**Duration**	**:**	**03 Hours**
			Max. Marks	**:**	**70**

Section A

Answer the following (Attempt any three) **(30)**

1. Explain the methods of demand forecasting in Human Resource Planning
2. Explain Hierarchical Systems in context of organizational design?
3. What is the importance of a proper induction in the corporate sector?
4. Describe the process of selection.
5. Explain in detail about HR Audit. List out the objectives of HR Audit.

Section B

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

1. Explain the functions of Human Resource Management.
2. Explain importance of Training and Development.
3. Performance Management
4. What is the difference between Selection and Recruitment? Explain
5. Which are the methods used for human resource valuation?
6. Write five sources of recruitment

Section C

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

1 HR maturity of company with respect to its strategic goals is measured by

A HR scorecard B both A and B
C Human Resource Development (HRD) scorecard D none of above

2 Measure of 'cost effectiveness' among employees is part of

A HRD culture B Business linkage score
C HRD competence score D HRD system maturity score

3 HRD' dimension which is measured with help of development of questionnaire is named as

A HRD culture B HRD competence score
C Business linkage score D HRD system maturity score

4 Which of the followings is part of the attitude that refers to the beliefs, opinions, knowledge or information held by a person?

A Cognitive component B Affective component
C Behavioral component D Environmental component

5 A need that is satisfied when a person is recognized by the boss for doing a good job is _____.

A Self-actualization need B Esteem need
C Safety need D Social need

6 Which of the following is excluded from the threads of corporate excellence?

A Strategic orientation B Top management leadership style
C Corporate vision D Organizational design

7 New performance 'appraisal systems' and incentives usage is part of

A reinforcement of new programs B consolidation of gains
C mobilize commitment D creating guiding coalition

8 self-designing organizations' is an example of

A human process intervention B techno structural interventions
C strategic intervention D HRM interventions

9 Types of 'appraisal interviews' are

A tell-and-listen B problem solving
C tell- and-sell D all of above

10 Steps involves in employer's movement for performance management is

A total quality B strategic planning
C appraisal issues D all of above

Part – B (Do as Directed) (10)

1 Define human resource management?
2 Define HRP?
3 Define performance appraisal?
4 Define interview?
5 Define academic theory?
6 What is on-job training?
7 What is on-job training?
8 Any two Need of HR Planning?
9 Any one Function of Office Manager?
10 Define human resource development?