



Sanjay Ghodawat University, Kolhapur

2018-19

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

Year and Program 2018-19

School of Commerce and

Department- Commerce

Bachelors of Commerce

Management

Course Code- CBC208.1

Course Title- Human Resource

Semester – IV

Management

Day and Date- Tuesday,

End Semester Examination

Time: 3 hrs, Max Marks: 100

28/05/19

2.30 to 5.30 pm.

Instructions:

1) All Questions are compulsory.

Marks Level COs

Q.1

a) True or false (Any 5)

10

1

1 & 2

1. Human resource Management encompasses those activities designed to provide for and coordinate the human resources of an organization.
2. Downsizing is the laying off of large numbers of managerial and other employees.
3. VRS stands for voluntary retirement service.
4. Job description is generally used during recruitment and selection.
5. Recruitment is defined as the attraction and selection of suitable candidates.
6. Transfer is a source of internal recruitment.

b) Answer the short questions (Any 5)

10

1

3 & 4

1. What is placement?
2. Define selection.
3. What is meant by employment test?
4. Give two reasons as to why training should be given to employees.
5. What is meant by performance linked compensation?
6. Define performance appraisal.

Q.2

Answer any Two

a) Describe the functions of Human Resource Management

10

2

1

b) Examine the role of and competencies required for an HR Manager

10

3

1

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Page 1/2

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|----|---|----|---|---|
| c) | Explain the concept of workforce diversity and human resource information system. | 10 | 2 | 1 |
|----|---|----|---|---|

Q.3 Answer any Two

- | | | | | |
|----|--|----|---|---|
| a) | Discuss the concept Human resource planning. | 10 | 2 | 2 |
| b) | Summarize the role and importance of Job description and job specification in an organization. | 10 | 2 | 2 |
| c) | Illustrate the sources of recruitment. | 10 | 3 | 2 |

Q.4 Answer any Two

- | | | | | |
|----|--|----|---|---|
| a) | Explain the steps in the process of selection. | 10 | 2 | 3 |
| b) | Examine any three types of employment tests. | 10 | 3 | 3 |
| c) | Opine why Induction should be offered to newly joined employees. | 10 | 4 | 3 |

Q.5 Answer any Two

- | | | | | |
|----|---|----|---|---|
| a) | Define training and development. Differentiate between the two. | 10 | 2 | 4 |
| b) | Enumerate the different types of training. | 10 | 2 | 4 |
| c) | Discuss the modern techniques of performance appraisal. | 10 | 2 | 4 |

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Page 2/2