



Sanjay Ghodawat University, Kolhapur

2018-19

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

EXM/P/09/01

Year and Program: 2018-19

School of Commerce &

Department - Management

Bachelors of Business  
Administration

Management

Course Code: MBC205

Course Title: Human Resource  
Management

Semester – III

Day and Date – Wednesday,  
06/06/2019

End Semester Examination (ESE)

Time: 3 hrs. Max Marks: 100  
10.30 to 1.30 pm

**Instructions:**

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

Q.1	Answer the following questions	Marks	Bloom's Level	CO
a)	Discuss the scope and objectives of HRM	07	L <sub>2</sub>	CO1
	OR			
a)	Differentiate between Personnel Management & HRM.	07	L <sub>2</sub>	CO2
b)	Define job analysis. Describe the process of job analysis in detail?	08	L <sub>1</sub>	CO3
	OR			
b)	Identify the methods of data collection in job analysis.	08	L <sub>2</sub>	CO3
Q.2 Answer the following questions				
a)	Summarize the different stages of Human Resource planning?	07	L <sub>2</sub>	CO3
	OR			
a)	Illustrate in detail factors influencing on estimating Human Resources.	07	L <sub>3</sub>	CO3
b)	Compare the internal and external sources of Recruitment. Which according to you is the better choice?	08	L <sub>4</sub>	CO4
	OR			
b)	Write a note on Induction and placement process.	08	L <sub>1</sub>	CO4
Q.3 Answer the following questions (Any 2)				
a)	Explain the Managerial & Operative Functions of HRM.	08	L <sub>2</sub>	CO1

ESE

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|----|---|----|----------------|-----|
| b) | Do you think job description and job specification is important in job analysis. Justify. | 08 | L <sub>5</sub> | CO2 |
| c) | Define HRP and enumerate the objectives of the same.                                      | 08 | L <sub>2</sub> | CO3 |
| d) | Explain the selection process in detail.  | 08 | L <sub>2</sub> | CO4 |

**Q.4 Answer the following questions (Any 2)**

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|----|--|----|----------------|-----|
| a) | Define training and development and differentiate between the two. | 09 | L <sub>3</sub> | CO5 |
| b) | Describe the process of Need Analysis for Training.                | 09 | L <sub>2</sub> | CO5 |
| c) | Illustrate on the job training methods.                            | 09 | L <sub>3</sub> | CO5 |

**Q.5 Answer the following questions (Any 2)**

- |    |  |    |                |     |
|----|--|----|----------------|-----|
| a) | Define Performance Appraisal and discuss its importance. | 09 | L <sub>2</sub> | CO6 |
| b) | List the Modern Methods of Performance Appraisal?        | 09 | L <sub>3</sub> | CO6 |
| c) | Explain in detail Process of Performance Appraisal.      | 09 | L <sub>3</sub> | CO6 |

**Q.6 Answer the following questions (Any 3)**

- |    |  |    |                |     |
|----|--|----|----------------|-----|
| a) | Describe the Techniques of Management Development?               | 06 | L <sub>2</sub> | CO5 |
| b) | Explain off the job training methods.                            | 06 | L <sub>2</sub> | CO5 |
| c) | Analyze MBO & 360 <sup>0</sup> Methods of Performance Appraisal. | 06 | L <sub>4</sub> | CO6 |
| d) | Identify the traditional methods of Performance Appraisal.       | 06 | L <sub>2</sub> | CO6 |

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