

(6 pages)

Reg. No. : .....

Code No. : 30704 E

Sub. Code : CABA 41

B.B.A. (CBCS) DEGREE EXAMINATION,  
APRIL 2024

Fourth Semester

Business Administration — Allied  
HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2021-2022)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL the questions.

Choose the correct answer :

1. Which one of the following is an objective of HRM?  
(a) Production                      (b) Marketing  
(c) Product                          (d) Society
2. Which one of the following is a management function focuses on people in organizations?  
(a) HRP                                (b) HRM  
(c) HRD                                (d) NILM

3. Which of the following is the most important external factor governing recruitments?  
(a) Sons of soil  
(b) Demand and Supply  
(c) Unemployment rate  
(d) Labour Market
4. The process of narrowing a large number of candidates to a smaller field is called \_\_\_\_\_.  
(a) Recruitment  
(b) Selection  
(c) Hiring  
(d) Interviewing
5. The method of evaluating the behavior of employees in the work spot, normally including both quantitative and qualitative aspects of job performance is related to \_\_\_\_\_.  
(a) Performance appraisal  
(b) Training  
(c) Promotion  
(d) Demotion





6. When the actual work conditions are simulated in a classroom, then such kind of training is called as \_\_\_\_\_.

- (a) T-training
- (b) Vestibule training
- (c) Role playing
- (d) Committee assignment

7. Wages are paid to the \_\_\_\_\_.

- (a) Employee                      (b) Labor
- (c) Manager                      (d) Board of director

8. The basic objective of compensation management is meeting the need of both \_\_\_\_\_.

- (a) Employee and organization
- (b) Employee and labor
- (c) Labor and labor union
- (d) Employee and manager

9. Industrial Dispute means, Dispute between \_\_\_\_\_.

- (a) Employer and workmen
- (b) Workmen and workmen
- (c) Employer and Employer
- (d) All of the Above

Page 3    Code No. : 30704 E

10. Collective bargaining comes under \_\_\_\_\_.

- (a) Industrial Disputes Act
- (b) Factories Act
- (c) Both (a) and (b)
- (d) None of the above

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) What are the managerial functions of HRM? Explain.

Or

(b) State the objectives of Strategic HRM.

12. (a) Explain the various external sources of recruitment.

Or

(b) What is the purpose of reference check during selection?

13. (a) Describe the functions of performance appraisal.

Or

(b) List out the benefits of training.

Page 4    Code No. : 30704 E

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14. (a) What are the factors concerning wage and salary administration?

Or

- (b) Who will qualify for executive compensation?

15. (a) What are the causes of indiscipline?

Or

- (b) State the importance of collective bargaining.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Explain the Environmental HRM factors.

Or

- (b) Discuss the various components of strategic HRM.

17. (a) Explain the process of Job analysis.

Or

- (b) Describe the different types of tests used during selection.

Page 5 Code No. : 30704 E

18. (a) Explain the traditional methods of performance appraisal.

Or

- (b) What are the Executive Development methods? Explain.

19. (a) Briefly explain the requirements of a sound wage and salary structure.

Or

- (b) Explain the components of executive compensation.

20. (a) Discuss in detail about the grievance redressal procedure.

Or

- (b) What are the factors required for collective bargaining?
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Page 6 Code No. : 30704 E

