



'समानो मन्त्रः समितिः समानी'

UNIVERSITY OF NORTH BENGAL
BBA Honours 4th Semester Examination, 2022

CC8-BBA (401)

HUMAN RESOURCE MANAGEMENT

Time Allotted: 2 Hours

Full Marks: 60

The figures in the margin indicate full marks.

GROUP-A

Answer any *two* questions from the following

12×2 = 24

1. 'HRM policies and principles contribute to the effectiveness, continuity and stability of the organization.' — Discuss the statement in the light of the objectives and functions of HRM. 12
2. Explain Human Resource Planning. Discuss the factors that need to be considered at the time of forecasting the manpower needs of an organization. 2+10
3. What are the essential skills for HR manager? How is HRM different from personnel management? 6+6
4. Explain the different methods of training. Suggest a suitable training method for salesmen of a company producing heavy electrical equipment. 6+6

GROUP-B

5. Answer any *four* questions:

6×4 = 24

- (a) Narrate the purpose and importance of performance appraisal in an organization.
- (b) What are the various methods of on-the-job training?
- (c) What is the significance of human resource management?
- (d) Write a short note on 'social security benefits'.
- (e) Distinguish between job description and job specification.
- (f) Write a short note on trade unions and industrial relations.

GROUP-C

6. Answer any *four* questions:

3×4 = 12

- (a) What is the purpose of job analysis?
- (b) What do you mean by graphic rating scales?
- (c) Write short note on on-the-job training methods.
- (d) What do you mean by job enrichment?
- (e) Define collective bargaining.
- (f) Enumerate three causes behind poor industrial relations.

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