



**WEST BENGAL STATE UNIVERSITY**  
BBA Honours 3rd Semester Examination, 2020, held in 2021

**BBAACOR06T-BBA (CC6)**

**HUMAN RESOURCE MANAGEMENT**

Time Allotted: 2 Hours

Full Marks: 50

*The figures in the margin indicate full marks.  
Candidates should answer in their own words and adhere to the word limit as practicable.*

**GROUP-A**

**Answer any five questions from the following**

2×5 = 10

1. Define Human Resource Planning.
2. What is HRIS?
3. What do you mean by job evaluation?
4. What is HR Accounting?
5. Mention the types of Interviews.
6. What is Psychological Test?
7. Define the term 'Education'.
8. Point out two advantages of Human Resource Accounting.
9. What do you mean by Wage Differentials?
10. What is meant by on-job training?
11. What is ESOP?
12. What is Performance Appraisal?
13. What is industrial relation?
14. What do you mean by workers participation in management?
15. Define industrial dispute.

**GROUP-B**

**Answer any four questions from the following**

5×4 = 20

16. What are the objectives of Human Resource Management?
17. Discuss the concepts of job description and job specification with examples.
18. What are the differences between training and development?
19. Write a short note on "HRP Process".

20. Explain the Employees' Stock Option Plan.
21. Discuss the importance of training program.
22. Discuss the features of a sound compensation plan.
23. Explain the barriers to Performance Appraisal.
24. What are the source of Internal and External Recruitment?
25. What are the problems of collective bargaining?
26. What are the objectives of workers participation in management?
27. Briefly discuss the causes of industrial dispute.

**GROUP-C**

**Answer any two questions from the following**

10×2 = 20

28. Discuss in details about the qualities of a good human resource manager.
29. What is Selection? Discuss the steps involved in Selection Procedure.
30. Discuss about the sources of recruitment.
31. Discuss the methods of on-job and off-the-job training.
32. What do you mean by Wage Incentives? Which of the two incentives schemes would you recommend for industry?
33. Discuss the different methods of Performance Appraisal.

**N.B. :** *Students have to complete submission of their Answer Scripts through E-mail / Whatsapp to their own respective colleges on the same day / date of examination within 1 hour after end of exam. University / College authorities will not be held responsible for wrong submission (at in proper address). Students are strongly advised not to submit multiple copies of the same answer script.*

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