



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

Management

Administration

Course Code: MBC205

Course Title: Human Resource

Semester – III

Management

Day and Date – Wednesday,
06/06/2019

End Semester Examination (ESE)

Time: 3 hrs. Max Marks: 100

10.30 to 1.30 pm

a.m.

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

ESE

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|----|---|----|----------------|-----|
| b) | Do you think job description and job specification is important in job analysis. Justify. | 08 | L ₅ | CO2 |
| c) | Define HRP and enumerate the objectives of the same. | 08 | L ₂ | CO3 |
| d) | Explain the selection process in detail. | 08 | L ₂ | 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 ₃ | CO5 |
| b) | Describe the process of Need Analysis for Training. | 09 | L ₂ | CO5 |
| c) | Illustrate on the job training methods. | 09 | L ₃ | CO5 |

Q.5 Answer the following questions (Any 2)

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

Q.6 Answer the following questions (Any 3)

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