

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
FYBBA, Term I (REGULAR) End Term Assessment-October 2022

BBCBB003: Human Resource Management – I

Duration: 1.5 hours

Maximum Marks: 25

Instructions: 1. Start each question on a fresh page.
2. Figures to the right indicate maximum marks.

Q1. Answer the following questions.

1. Marico Ltd used Monster.com as a portal to recruit new employees recently. What source of recruitment has been used here by Marico Ltd? (01 mark)

2. According to HRP, which factor affects organizational objectives the most? (01 mark)

3. In 2020-2021 due to the pandemic sales had dropped by 95% and based on that, experts from the hotel industry got together to discuss and concluded not to hire new staff for the current year as it will incur a cost. Identify the type of forecasting technique used by hoteliers here. (01 mark)

4. Which External Environmental factors affect Human Resource Environment? (02 marks)

Q2. Answer the following questions. (04*03= 12 marks)

1. The Company Cipla Limited, Verna Goa conducted an yearly review on 10 April 2021. It was noticed that 09 employees who have joined in the year 2020 have produced fake qualification certificates to the Human Resource team. Explain which step of the selection process has gone wrong and what advice you will give to HR team to avoid such mistakes in the future.

2. Big Bazaar is planning to start an outlet in Goa and wants maximum number of people to their outlet. As a student of HRM analyse and justify what methods should they use to estimate manpower and which are the 2 most important factors they will have to consider that might affect them during HR planning?

3. During the pandemic, many migrant labourers left their jobs in the cities to go back to their hometowns. Discuss what economic effects it had on companies and highlight which external environmental factor(s) had a big role to play in this situation.

Q3. Read the following situation and answer the questions.

(08 marks)

Soni Polymers Pvt Ltd is a stationery manufacturing company based in Mangalore. The company started operations in 2016 and has been profitable since the last 2 years. The company has many key positions, one of which is the post of a production manager. Sahil Nair, who was the production manager, quit his job for personal reasons on a very short notice. Since the position of the production manager is vacant, the company's production came to a standstill which resulted in losses. This situation needs to be solved at the earliest to reduce the losses and get the production back online. The CEO of Soni Polymers Pvt Ltd wants the HR to find a solution to this problem urgently.

- a) What should the HR manager have done to avoid this situation?
- b) Should hiring be internal or external to fill the vacant position of the production manager? Justify.
- c) What type of selection tests and interview method will you use during the hiring process?
- d) The cost of hiring a wrong candidate can be too damaging to be ignored. How can the HR department evaluate the selection process which was used to select the new production manager
