

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
TYBBA(FS), Semester-V, Semester End Examination, January 2021

BFS DSEC 2: Human Resource Management

Duration: 02hrs.

Max. Marks: 60

Instructions:

- 1) *Start each question on fresh page.*
- 2) *Figures to the right indicate maximum marks.*
- 3) *All questions are compulsory, however internal choice is available.*
- 4) *Answers to sub questions for Q.1 to Q.2 should be approximately 100 words each.*
- 5) *Answers to sub questions for Q.3 to Q.5 should be approximately 400 words each.*

Q.1. Answer any THREE of the following: (3x4 = 12 marks)

- a) "Human Resource Management seeks to achieve personal and social goals". Explain.
- b) Highlight the disadvantages of internal sources of Recruitment.
- c) "On the job training includes practical and theoretical learning". Explain.
- d) Write a short note on "Pareto's 80/20 Principle".

Q.2. Answer any THREE of the following: (3x4 = 12 marks)

- a) "Real investment in today's society is not in plants and machines: it is in people". With reference to the above statement, explain the role of human resource management in an organisation.
- b) Highlight the benefits of scientific selection to Management.
- c) Write a short note on "Job Evaluation".
- d) Explain any four essentials of a Good Appraisal System.

Q.3. A) Explain the need of Human Resource Planning. (1x12 = 12 marks)

OR

B) Explain the various external sources of Recruitment.

Q.4. A) Explain the various methods of training for Managers. (1x12 = 12 marks)

OR

B) Explain the various traditional techniques of Performance Appraisal.

Q.5. A) Describe the techniques of effective Time Management. (1x12 = 12 marks)

OR

B) Explain the various ways of employee separations from the organisation.