

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.**