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Register Number:

DATE:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**BBA – II SEMESTER**

**SEMESTER EXAMINATION: APRIL 2022**

**Examination conducted in July 2022**

BBA 2419 - Human Resource Management

Time- 2 ½ hrs Max Marks-70

**This paper contains \_\_\_\_\_ printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Define the concept of HRM
2. What is Job analysis?
3. What is vestibule training?
4. What is the purpose of aptitude test?
5. Give the meaning of Knowledge management.
6. Mention any 2 objectives of compensation**.**

**Section B**

**II.** Answer ***any three*** of the following (**3x5 = 15 Marks)**

1. Mention the difference between training and development.
2. Explain the benefits of performance appraisal.
3. Elucidate various sources of recruitment.
4. Analysis the ethical challenges in HR.

**Section C**

**III.** Answer ***any two*** of the following (**2x15 = 30 Marks)**

1. Explain the functions of human resource management.
2. Summarize the reasons for transfer and elaborate types of transfer.
3. What is selection? Explain the selection process.

**Section D**

**III. Answer the following (1x15=15 Marks)**

1. One of the major concerns of a fast-growing company is retaining its employees and providing them with the utmost satisfaction. Mind works Pvt ltd was lately facing troubles- they wouldn’t afford to invest in more HR personnel. The HR team struggled with handling employee queries, tackling their issues, consolidating grievances, executing training, boosting productivity, and keeping them motivated. Along with managing these routine administrative tasks like attendance, leave, and payroll management, the HR department needed an automated solution that would diminish their burden and be fruitful with the desired output.

Questions:

1. Analysis the case and suggest a solution for the challenge (7 marks)
2. What are the Advantages and disadvantage of Automation in HR functions (6 marks)
3. Give a suitable structure for departmentisation in HR department (2 marks)