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BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.(071)/
B.SC IN BUSINESS ADMINISTRATION (B.SC.BA)(755)
EXAMINATION: MAY - 2025

SEMESTER - II

Sub.: Introduction to HRM (BBA23-211/BBA24-211/BSBA24-211)

Date :23/05/2025

Total Marks : 60

Time: 10.00 am To 12.30 pm

Instructions: 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. Which of the following is a common barrier to HRP implementation?

a) Lack of management support	b) Excessive investment in employee training
c) Availability of too many skilled employees	d) Too much focus on workforce development
2. Which of the following is NOT a key function of HRM?

a) Recruitment and Selection	b) Performance Management
c) Supply Chain Management	d) Training and Development
3. What is one of the major challenges faced by HRM today?

a) Decreasing competition in the job market	b) Lack of technology in HR practices
c) Managing workforce diversity and inclusion	d) Eliminating HR departments from organizations
4. Which of the following is NOT an activity in HRP?

a) Forecasting future workforce requirements	b) Analyzing labor market trends
c) Managing an organization's financial accounts	d) Developing succession plans
5. Which of the following is a key factor affecting HRP?

a) Technological advancements	b) Employee dress code policies
c) Office furniture design	d) Holiday party planning

Q. 2. State True / False (05)

1. A job description only includes the salary details and working hours of a job position.

a) True	b) False
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2. The philosophy of HRM is based on the belief that employees are an organization's most valuable asset.

a) True	b) False
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3. One of the common problems with job descriptions is that they can become outdated due to changes in job roles.

a) True	b) False
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4. HR managers are only responsible for hiring employees and have no role in employee training and development.

a) True	b) False
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5. A poorly written job description can lead to confusion in employee roles and performance expectations.

a) True	b) False
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Q. 3. Write Short notes on (Any Three) (15)

1. Job enrichment
2. Need of Human Resource Management
3. Succession planning
4. Challenges of HRM
5. Factors affecting HRP (any 5)

Q. 4. Answer in detail (Any Two) (20)

1. In your opinion, which HR function is the most critical for a company's long-term success? Justify your answer.
2. Identify the common barriers to HRP implementation and suggest strategies to overcome them.
3. Imagine you are an HR manager tasked with creating a job description for a marketing executive. What key elements would you include?

Q. 5. Case study (15)

At **XYZ Corporation**, the HR Manager, **Lisa**, is responsible for human resource planning to ensure that each department has the right number of employees. However, she faces a significant challenge—several department heads fail to provide accurate or timely data regarding their workforce needs. When HR requests information about upcoming projects, expected attrition, or skill gaps, responses are either delayed, incomplete, or vague. This lack of proper data makes it nearly impossible for Lisa to forecast the exact number of employees required for each department.

As a result, when certain departments experience staff shortages, productivity drops, and deadlines are missed, senior management puts the blame on HR. The leadership questions why HR has not hired enough employees to meet operational demands. Lisa tries to explain that without proper input from department heads, HR cannot make informed decisions about recruitment and workforce planning. However, management expects HR to anticipate needs regardless of the challenges faced.

Lisa now finds herself in a difficult situation. If she hires employees based on assumptions rather than concrete data, the company risks overstaffing or hiring the wrong skill sets. On the other hand, failing to act leads to critical staff shortages, further fueling complaints from management.

Questions:

1. How should Lisa find a way to bridge this gap and address the issue? Suggest a suitable title to the case.
 2. What strategy will work best here?
 3. Suggest a suitable title to the case.
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