

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)
B.B.A. IN LOGISTICS AND SUPPLY CHAIN MANAGEMENT/
B.B.A. IN AVIATION MANAGEMENT
EXAMINATION: MAY - 2025
SEMESTER - III

Sub.: Human Resource Management (BBA23-AVLS313)

Date : 30/05/2025

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. The human resource Management helps to improve the _____.
A) Production
B) Productivity
C) Power
D) Produce
2. Recruitment and selection must be effective to ensure it:
A) Offsets high labor turnover
B) Delivers the highest caliber of individuals at optimum most
C) To have a surplus in case of sickness and absence
D) Encourages new blood into the organization
3. Human Resource Information system
A) Integrates core process into streamline systems
B) Collaborates core process into streamline systems
C) Plans core process into streamline systems
D) All of these
4. What are the main aims of Employee Assistance Programmes?
A) To alter the organizational culture.
B) To address team and individual performance and well-being in the workplace.
C) To focus the attention of employees to the power structures of an organization.
D) To establish effective methods of care and support for everyone in an organization.
5. The focuses of psychological appraisals are on _____.
A) Future potential
B) Actual performance
C) Past performance
D) None of these

Q. 2. State True / False (05)

1. Recruitment is the same as selection in HRM processes
a) True
b) False
2. Job analysis is a formal and detailed study of jobs.
a) True
b) False
3. Job rotation is a form of off-the-job training.
a) True
b) False
4. Promotion is the lateral movement of an employee to another job of the same level.
a) True
b) False
5. Performance appraisals are meant to motivate employees by giving them feedback and recognition.
a) True
b) False

Q. 3. Write Short notes on (Any Three) (15)

1. Types of training
2. Explain Job Analysis and Job description
3. What is job analysis? Explain its significance along with the process of job designing.
4. Discuss wage and salary administration. How are incentives and rewards managed effectively?
5. Define talent management and explain its relevance in today's competitive environment.

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

1. Explain the concept, scope, and importance of Human Resource Management in modern organizations.
2. Discuss the history and evolution of HRM. How has the role of HR executives changed over time?
3. Describe the stages in the recruitment and selection process with real-world examples.
4. What are the various methods of performance appraisal? Highlight the pros and cons of each.

Q. 5. Case study (15)

Read the case study and answer the following question

GreenLife Pharmaceuticals launched an in-house training and development program aimed at enhancing employee competencies and preparing them for leadership roles. The HR department conducted a needs assessment and used a mix of on-the-job and off-the-job training methods, including job rotation and workshops.

After three months, employee productivity increased by 20%. However, a section of employees expressed that the lack of incentives demotivated them to apply the newly acquired skills. The HR team then considered introducing performance-linked incentives to boost morale.

Questions:

1. Discuss the importance of training and development in improving employee productivity, with examples from the case.
 2. How does needs assessment contribute to the effectiveness of training programs?
 3. What role do incentives play in employee motivation, especially post-training?
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