

Roll No. ....

**UNIT-IV**

8. What is Pay ? Discuss the process of establishing a pay plan. [16]
9. Define Performance Appraisal. What are its objectives ? Explain the process of establishing PMS. [16]

**57532**

**B.B.A. 4th Semester  
(N.S.) 2014-2017  
Examination- May, 2017  
Human Resource Management**

**Paper-BBAN-402**

**Time : 3 hours**                      **Max. Marks : 80**

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

**Note :** Section-A contains eight short answer type questions of two marks each and is **compulsory**. From, Section-B, attempt four questions, selecting **one** from each unit. All questions carry equal marks.

57532-3600-(P-4)(Q-9)(17)      ( 4 )

57532-3600-(P-4)(Q-9)(17)      ( 1 )

[ Turn Over

### SECTION-A

1. Conceptualize the following terms : [16]

- (a) KPO
- (b) Administrative function
- (c) Right sizing
- (d) Application blank
- (e) Career planning
- (f) Role play
- (g) Work environment
- (h) Competency

### SECTION-B

#### UNIT-I

2. Explain the nature and scope of HRM. What is its importance in Global environment ? [16]

57532-3600-(P-4)(Q-9)(17) (2)

3. What is HR outsourcing ? Why organizations go for outsourcing ? Explain with examples. [16]

#### UNIT-II

4. Define Human Resource Planning. What are its objectives ? Discuss various obstacles in its implementation. [16]

5. What is Recruitment ? Explain various sources of recruitment and their relative merits. [16]

#### UNIT-III

6. What is training need analysis ? Explain the process in detail and its importance. [16]

7. Define Executive development. Discuss the important techniques of executive development. [16]

57532-3600-(P-4)(Q-9)(17) (3) [ Turn Over