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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

BBA

SEM: III - THEORY EXAMINATION (2025 - 2026)

Subject: Human Resource Management

Time: 2.5 Hours

Max. Marks: 60

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

15

1. Attempt all parts:-

1-a. HRM stand for _____. (CO1,K1)

1

- (a) Human Resource Management
- (b) Human Relations Management
- (c) Human Rights Management
- (d) Human Resource Mechanism

1-b. Performance appraisal provides a basis for _____. (CO2,K1)

1

- (a) Promotions and transfers
- (b) Holidays
- (c) Layoffs
- (d) Absenteeism

1-c. Job rotation helps employees to _____. (CO3,K1)

1

- (a) Specialize in one function
- (b) Gain multi-skill experience
- (c) Avoid responsibility
- (d) Reduce productivity

1-d. Job analysis is a process of _____. (CO4,K1)

1

- (a) Identifying the right person for the job
- (b) Collecting information about a job's duties and requirements
- (c) Evaluating employee performance
- (d) Recruiting candidates

1-e. Green HRM is primarily concerned with _____. (CO5,K1)

1

- (a) Maximising profits only
- (b) Environmental sustainability and HR policies
- (c) Training only for finance staff
- (d) Downsizing only

2. Attempt all parts:-

- 2.a. Define Human Resource Management (HRM). (CO1,K1) 2
- 2.b. Mention any two objectives of Human Resource Planning. (CO2,K1) 2
- 2.c. State two advantages of coaching. (CO3,K1) 2
- 2.d. Define 360-degree feedback. (CO4,K1) 2
- 2.e. Mention two benefit of e-HRM. (CO5,K1) 2

SECTION-B

15

3. Answer any three of the following:-

- 3-a. Differentiate between Personnel Management and Human Resource Management. (CO1,K4) 5
- 3-b. Explain the steps involved in the selection process. (CO2,K2) 5
- 3.c. Explain the advantages and disadvantages of on-the-job training. (CO3,K2) 5
- 3.d. Describe the objectives of performance appraisal. (CO4,K2) 5
- 3.e. Explain how Green HRM supports sustainability in organisations. (CO5,K2) 5

SECTION-C

30

4. Answer any one of the following:-

- 4-a. Compare and contrast the traditional and modern approaches to managing human resources. (CO1,K4) 6
- 4-b. Explain the major roles and responsibilities of HR managers in achieving organisational goals. (CO1,K2) 6

5. Answer any one of the following:-

- 5-a. Define job analysis. Explain the significance of job analysis in HRM. (CO2,K2) 6
- 5-b. Explain the various internal and external sources of recruitment. (CO2,K2) 6

6. Answer any one of the following:-

- 6-a. Explain Kirkpatrick's four-level model of evaluating training effectiveness in detail. (CO3,K2) 6
- 6-b. Case: 6
At ABC Bank, junior employees are rotated between departments—accounts, customer service, and loans—to gain exposure to various functions.
Question: Examine the training method demonstrated in this scenario and discuss its advantages. (CO3,K4)

7. Answer any one of the following:-

- 7-a. Explain the process of performance appraisal with steps. (CO4,K2) 6
- 7-b. Differentiate between direct and Indirect compensation. (CO4,K4) 6

8. Answer any one of the following:-

- 8-a. Analyse the challenges of implementing Green HRM practices. (CO5,K4) 6

8-b. Describe how work-life balance policies contribute to employee retention and organisational performance. (CO5,K2)

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