

Seat No.	
----------	--

**B.B.A. (Semester - VI) (CGPA) Examination Mar/Apr-2018**  
**HUMAN RESOURCE MANAGEMENT – II**

Time: 2½ Hours

Max. Marks: 70

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

**Q.1 A) Choose the correct alternative from the given alternatives: 07**

- 1) \_\_\_\_\_ type of Hazard leads to emotional disturbance, which in turn lead to fatigue and exhaustion.
  - a) Psychological
  - b) Environmental
  - c) Chemical
  - d) Biological
- 2) The series of positions that a person occupies throughout his work life is normally referred as \_\_\_\_\_.
  - a) Job
  - b) Task
  - c) Career
  - d) None of these
- 3) The focus of psychological appraisal is on \_\_\_\_\_.
  - a) Actual Performance
  - b) Future potential
  - c) Past Performance
  - d) None of these
- 4) \_\_\_\_\_ is variable reward granted to employees according to variations in their performance.
  - a) Remuneration
  - b) Perks
  - c) Fringe Benefits
  - d) Incentives
- 5) \_\_\_\_\_ transfer take place to correct the wrong placement made by employer.
  - a) Remedial
  - b) Versatility
  - c) Penal
  - d) Production
- 6) Long term process of identifying and developing plan for replacement of key employees orderly is known as \_\_\_\_\_.
  - a) Performance Appraisal
  - b) Psychological Testing
  - c) Assessment Centre
  - d) Succession Planning
- 7) The primary purpose of employee Safety programmes is to preserve the employees \_\_\_\_\_.
  - a) Physical health
  - b) Mental Health
  - c) Emotional Health
  - d) All of these

**Q.1 B) State whether the following statements are true or false. 07**

- 1) HR Audit establishes the benchmark for measuring the performance of the HR department.
- 2) As Lay-Off is initiated by employer, the compensation is not provided to employee.
- 3) Health and Safety benefits are being provided to those who show their better performance in job.
- 4) Taking up another part time job or business simultaneously with that original job is known as moon lighting by employees.
- 5) Dry Promotion is initiated with increment in Responsibility, Status and Pay.

- 6) Shift transfer facilitates the employees to acquire a wide variety of skills.
- 7) At Later Career stage person cannot think about work mobility.

**Q.2 Write Short Notes. (Any Two) 14**  
A) Lay-off and Retrenchment  
B) Types of Transfer  
C) Virtual Organization

**Q.3 Write Short Notes. (Any Two) 14**  
A) Incentives  
B) Types and bases of Promotion  
C) Human Resource Accounting

**Q.4 What is Compensation? State and explain the various components of remuneration. 14**

**OR**

State the concept of Career. Explain the Career Planning Process along with advantages and disadvantages of career planning and development.

**Q.5 What is Performance Appraisal? Explain the methods of Performance Appraisal. 14**

**OR**

What is Accident? Explain the types and causes of accidents.