



**NAVRACHANA  
UNIVERSITY**  
a UGC recognized University

**School:** School of Business and Law  
**Program:** BBA  
**Year:** 2<sup>nd</sup> **Semester:** 3<sup>rd</sup>  
**Examination:** End Semester Examination  
**Examination year:** December - 2021

**Course Code:** HR 201 **Course Name:** Human Resource Management  
**Date:** 08/12/2021  
**Time:** 11:30 pm to 01:30 pm

**Total Marks:** 40  
**Total Pages:** 2

**Instructions:**

- Write each answer on a new page.
- Use of a calculator is permitted.
- Draw all relevant waveforms in answer sheet only.
- \* COs=Course Outcome mapping. # BTL=Bloom's Taxonomy Level mapping

Q. No.	Details	Marks	COs*	BTL#
Q. I	Define the following terms:  1. HRM 2. Succession Planning 3. Halo Effect 4. Industrial relation 5. Talent Management	5	co1, co2, co3, co4, co5, co6	1,2,3
Q. II	<b>Answer the following questions (Attempt any five) (each carries 3 marks)</b>  1. Discuss employee's selection process in detail. 2. Explain different interview types. 3. What is training need assessment? 4. Discuss causes of accident as per Factory's Act, 1948. 5. Discuss Employees' Provident Fund Scheme, 1952 in detail. 6. What is MBO? Explain its process. 7. Discuss Trade Union Act, 1926 with its objectives and process to register in trade union.	15	co1, co2, co3, co4, co5, co6	1,2,3
Q. III	<b>Answer the following questions (each carries 5 marks)</b>  1. You are a team leader of production department in XYZ Ltd. In your department employees work efficiency is low. With the discussion of your HR head you are been asked to conduct training program for them. As a production team leader you don't know which type of training is suitable to improve employee's efficiency. Hence, you are asking to HR manager about the different types of training program. Discuss the	10	co4, co5,	1,2,3

	<p>different types of training which suites to improve the efficiency of the employees of production department.</p> <p>OR</p> <ol style="list-style-type: none"> <li>1. What is job analysis? Discuss its process. Also discuss different methods for collecting job analysis information.</li> <li>2. What is job evaluation? Discuss different methods of job evaluation.</li> </ol> <p>OR</p> <ol style="list-style-type: none"> <li>2. Define the term collective bargaining. Also discuss various types of collective bargaining.</li> </ol>			
<b>Q. IV</b>	<p>Define Green HRM. Also discuss its importance, steps for sustainable HR practices, and HR functions through green HRM.</p> <p>OR</p> <p>Consider yourself as a HR manager of ABC Ltd. In your organization currently 2000 employees are working and yearly production is 50,000 units. You are planning to increase the yearly production by 20%. Being a manager how will you decide the requirement of manpower in the organization? Answer the question with the help of theory.</p>	<b>10</b>	co1, co2, co3, co6	1,2,3

\*\*\*\*\*End of Question Paper\*\*\*\*\*