(PAGES: 2)

D5BBA2302 **Reg. No.....**

Name: .....

FIFTH SEMESTER UG DEGREE EXAMINATION, NOVEMBER 2025
(Regular/Improvement/Supplementary)
BBA
GBBA5B08T: HUMAN RESOURCES MANAGEMENT

Time: 2 ½ Hours **Maximum Marks: 80**

SECTION A: Answer the following questions. Each carries *two* marks.
(Ceiling 25 marks)

Write short notes on:

1. HRM.
2. Training.
3. Job analysis.
4. Job description.
5. Vestibule training.
6. Factors influencing employee compensation.
7. Performance appraisal.
8. Green HRM.
9. Work life balance.
10. HRP.
11. Electronic HRM.
12. Downsizing.
13. Employee turnover.
14. Procurement function.
15. Job enrichment.

SECTION B: Answer the following questions. Each carries *five* marks.
(Ceiling 35 marks)

16. State the importance of HRM.
17. Enumerate the objectives of induction program.
18. Explain the methods of training.
19. Describe the objectives of HR planning.
20. Mention the reasons for dismissal. Explain how to manage dismissal.
21. Enumerate the components of job description.
22. Explain the sources of recruitment.
23. List out the different types of selection process.

SECTION C: Answer any *two* questions. Each carries *ten* marks.

24. Describe recruitment? Discuss various methods of recruitment.
25. Discuss the purpose and use of job analysis.
26. Explain the challenges of HRIS (Human resource information systems).

(PTO)

27. Read the following case study and answer the questions.

Maria Fernandez is a bright, popular, and well-informed mechanical engineer who graduated with an engineering degree from State University in June 2014. During the spring preceding her graduation, she went out on many job interviews, most of which she thought were conducted courteously and were reasonably useful in giving both her and the prospective employer a good impression of where each of them stood on matters of importance to both of them. It was, therefore, with great anticipation that she looked forward to an interview with the one firm in which she most wanted to work: Apex Environmental. She had always had a strong interest in the environment and believed that the best use of her training and skills lay in working for a firm like Apex, where she thought she could have a successful career while making the world a better place.

The interview, however, was a disaster. Maria walked into a room where five men - the president of the company, two vice presidents, the marketing director, and another engineer-began throwing questions at her that she felt were aimed primarily at tripping her up rather than finding out what she could offer through her engineering skills. The questions ranged from being unnecessarily discourteous ("Why would you take a job as a waitress in college if you're such an intelligent person?") to being irrelevant and sexist ("Are you planning on starting a family anytime soon?"). Then, after the interview, she met with two of the gentlemen individually (including the president), and the discussions focused on her technical expertise. She thought that these later discussions went fairly well. However, given the apparent aimlessness and even mean-spiritedness of the panel interview, she was astonished when several days later the firm made her a job offer. The offer forced her to consider several matters. From her point of view, the job itself was perfect. She liked what she would be doing, the industry, and the firm's location. And in fact, the president had been quite courteous in subsequent discussions. She was left wondering whether the panel interview had been intentionally tense to see how she'd stand up under pressure, and, if so, why they would do such a thing.

Questions:

a) How would you explain the nature of the panel interview Maria had to endure? Specifically, do you think it reflected a well-thought-out interviewing strategy on the part of the firm or carelessness on the part of the firm's management? If it were carelessness, what would you do to improve the interview process at Apex Environmental?

b) Would you take the job offer if you were Maria? If you're not sure, what additional information would help you make your decision?

(2 × 10 = 20 Marks)