



‘সমানো মন্ত্র: সমিতি: সমানী’

UNIVERSITY OF NORTH BENGAL
BBA Honours 4th Semester Examination, 2023

CC8-BBA (401)

HUMAN RESOURCE MANAGEMENT

Time Allotted: 2 Hours

Full Marks: 60

The figures in the margin indicate full marks.

GROUP-A

Answer any *two* questions from the following

12×2 = 24

1. Define Human Resource Development. Differentiate between HRM and HRD. Explain how Human Resource Management (HRM) supports the improvement of work-life balance. 2+4+6
2. Explain the term ‘training’ and ‘development’. Specify the limitations of off-the-job training. Write a note on vestibule training. 4+4+4
3. Define the term ‘Collective Bargaining’. Bring out the essentials of an effective collective bargaining process. In this context, describe the role of the trade union. 3+5+4
4. What are the components of compensation? Indicate the steps to be followed in designing the salary structure. 5+7

GROUP-B

5. Answer any *four* questions from the following: 6×4 = 24
 - (a) Discuss the steps involved in a scientific selection process. 6
 - (b) Define Job Specification. How is it different from the Job Description? 6
 - (c) Suggest measures for promoting industrial harmony in India. 6
 - (d) Distinguish between recruitment and selection. 6
 - (e) What are the functions of trade unions? 6
 - (f) What do you mean by ‘Career Planning’? In this context, describe the role of the career anchors. 6

GROUP-C

6. Answer any *four* questions from the following: 3×4 = 12
 - (a) Define Human Resource Planning. 3
 - (b) Define job enrichment. 3
 - (c) Give three examples of social security benefits. 3
 - (d) Mention the different sources of recruitment. 3
 - (e) Discuss the purpose behind introducing the Employees’ Stock Option Plan. 3
 - (f) What is 360-degree performance appraisal? 3

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