

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)**

**CLASS: BBA
BRANCH: BBA**

**SEMESTER : ADD
SESSION : MO/2024**

SUBJECT: MT201 HUMAN RESOURCE MANAGEMENT

TIME: 3 Hours

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
2. Attempt all questions.
3. The missing data, if any, may be assumed suitably.
4. Before attempting the question paper, be sure that you have got the correct question paper.
5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.

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|--------|--|-----|-----|
| Q.1(a) | How does HR contribute to strategic management within an organization? Explain with examples. | [5] | 2 1 |
| Q.1(b) | How did Human Resource Management evolve over time? Discuss its growth with reference to the Scientific Management and Human Relations approaches. | [5] | 1 3 |
| Q.2(a) | Define job evaluation and explain its significance in Human Resource Management. | [5] | 2 4 |
| Q.2(b) | Define job design and describe its various approaches such as simplification, rotation, enlargement, and enrichment. | [5] | 2 1 |
| Q.3(a) | Explain the factors that affect the recruitment process in an organization. | [5] | 2 1 |
| Q.3(b) | What are the key steps involved in employee induction and placement? Why are these processes crucial for new employees? | [5] | 2 1 |
| Q.4(a) | Discuss the different types of training methods and their importance in meeting the training needs of an organization. | [5] | 3 2 |
| Q.4(b) | What are Executive Development Programs, and why are they crucial for senior management roles? | [5] | 4 5 |
| Q.5(a) | Discuss how the concept of employee empowerment has evolved and its impact on organizational performance. | [5] | 5 3 |
| Q.5(b) | Describe the process of employee empowerment and compare how it is applied in the Indian and global scenarios. | [5] | 4 3 |

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