

NRT/KS/19/5567

Bachelor of Business Administration (B.B.A.) Semester–VI Examination

ADVANCED HUMAN RESOURCE MANAGEMENT

Paper–2

Elective : B (H.R.M)

Time : Three Hours]

[Maximum Marks : 80

N.B. :— (1) **ALL** questions are compulsory.

(2) All questions carry equal marks.

1. (a) What do you understand by Job Analysis ? Explain its meaning and uses in detail.
(b) Explain in detail–Job Description and Job specification.

OR

- (c) What are the different techniques of Job Design ?
(d) Explain the concept and objectives of Job Evaluation.
2. (a) Explain the nature and objectives of Performance Appraisal.
(b) What is Potential Appraisal ? What are the drawbacks of Appraisal ?

OR

- (c) What do you understand by reward and incentives ? What are the different types of Rewards and incentives ?
(d) What do you mean by Promotion ? What are the basis used for Promotion ?
3. (a) Explain the objectives and significance of Industrial Relations.
(b) Define Trade Unions. What are the different functions of Trade Unions ?

OR

- (c) Explain the nature and causes of Industrial Dispute.
(d) What are the different machineries used for the settlement of Industrial Disputes ?
4. (a) State the difference between Promotions and Transfers.
(b) What are the different forms of separation ?

OR

- (c) Explain the concept of Retention and Attrition.
(d) State the difference between Job Rotation and Transfer.
5. Write short notes on :
 - (a) Role Analysis
 - (b) HR Records
 - (c) Collective Bargaining
 - (d) VRS.