

# P P SAVANI UNIVERSITY

Third Semester of BBA Examination  
November 2021

SMBB2140 Essential of Human Resource Management for Entrepreneurs

25.11.2021, Thursday

Time: 09:00 a.m. To 11:30 a.m.

Maximum Marks: 60

## Instructions:

1. The question paper comprises of two sections.
2. Section I and II must be attempted in one answer sheet.
3. Make suitable assumptions and draw neat figures wherever required.

### SECTION - I

- Q - 1 Briefly explain any five of the following. [05]
- (i) Content validity
  - (ii) Talent Management
  - (iii) Job Analysis
  - (iv) Human Resource Planning
  - (v) Induction Training
  - (vi) HR Analytics
  - (vii) Performance Management Systems
- Q - 2 Explain the importance of Global HRM in present scenario with reference to Pandemic Covid- 19. [10]

### OR

- Q - 2 Explain Nature and Scope of HRM in detail. [10]
- Q - 3 (a) What is the difference between Training and Management Development Programme. [05]
- Q - 3 (b) State the difference between Job Descriptions and Job Specifications. [05]

### OR

- Q - 3 (a) Why Manpower planning is most important function in Human Resource Management? [05]
- Q - 3 (b) Briefly Discuss the methods of External Recruitment. [05]
- Q - 4 Attempt any one Short note of the following [05]
- (i) Methods of Demand Forecasting
  - (ii) Bias in performance appraisal.

### SECTION - II

- Q - 1 What is Industrial Relationship? Explain the aspects of IR. [06]
- Q - 2 What is Industrial Disputes? Write in details about Strike and Lockout. [06]
- Q - 3 (a) What is Global HRM? Explain any one function of GHRM in detail. [08]
- OR
- Q - 3 (b) Why Trade Union is harmful? Explain with the case of Maruti Manesar Plant [08]
- Q - 4 Attempt any two. [10]
- (i) Trade Union
  - (ii) Trainings for Expatriates
  - (iii) Explain Ethnocentric, Polycentric and Geocentric in GHRM