



'সমানো মন্ত্র: সমিতি: সমানী'

**UNIVERSITY OF NORTH BENGAL**

BBA LL.B. Honours 6th Semester Examination, 2022

**HUMAN RESOURCE MANAGEMENT**

**PAPER CODE: FC13**

Time Allotted: 3 Hours

Full Marks: 100

*The figures in the margin indicate full marks.*

*The students are advised to follow the word limit mentioned below strictly while answering questions. The marks will be deducted if answers exceed word limit. 20 marks- not more than 2000 words / 15 marks- not more than 1500 words / 10 marks- not more than 1000 words / 5 marks- not more than 500 words*

**Answer Question No. 7 and any four from the rest**

1. (a) Explain the term "Performance Appraisal". 4+10+6  
(b) Mention and explain the needs of Performance Appraisal in an organization.  
(c) Explain in detail, the importance of Performance Appraisal.
2. (a) Explain in detail, the different steps involved in the selection process of an employee. 10+10  
(b) Briefly make a comparative analysis between recruitment and selection.
3. (a) What do you mean by "Job Description"? 6+10+4  
(b) Explain in detail, the meaning and concept of "Job Evaluation".  
(c) Explain in detail, the purpose of orientation.
4. (a) Vividly explain the role of a human resource manager in a company. 10+10  
(b) Explain in detail, the scope of HRM (Human Resource Management).
5. (a) Mention and explain the various sources of recruitment. 10+10  
(b) Explain the purpose of "Management Development Programmes".
6. (a) Define and explain "Organization Culture". 4+10+6  
(b) State and explain the objective of creating a good organization culture.  
(c) State the importance of training to an organization.

7. Write short notes: (any *four* questions)

5×4 = 20

- (a) Technical and blue collared personnel
- (b) Informal and formal appraisal
- (c) On the job training techniques
- (d) Socialization
- (e) Placement
- (f) Evolution of Human Resource Management.

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