## UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
### End Semester Examination, December 2020

**Course:** Human Resource Management                           **Semester: III**
**Programme: BBA (HRM)**                                        **Time: 03 hrs.**
**Course Code: HRES3001**                                       **Max. Marks: 100**
**Instructions: All sections are compulsory**

## SECTION A
### Answer in TRUE/FALSE ONLY

|      |                                                                                                                          | Marks | CO   |
|------|--------------------------------------------------------------------------------------------------------------------------|-------|------|
| Q-1  | Salary is paid for quality and quantity of work done by the employees                                                     | 5     | CO 1 |
| Q-2  | It's a good idea to outsource the induction/ orientation process to an organization that is a dedicated training provider | 5     | CO 3 |
| Q-3  | Bonus is paid to motivate the workers who are best performing employees in an organization                                | 5     | CO 2 |
| Q-4  | Social Media recruitment comes with a disadvantage of recruiting based on non-verifiable information of candidates.       | 5     | CO 1 |
| Q-5  | Delphi Technique of Human Resource Planning is commonly used to estimate the required number of shop floor workers        | 5     | CO 3 |
| Q-6  | 360 degree performance appraisal is a good appraisal method to be applied on a computer programmer                        | 5     | CO 4 |

## SECTION B
### (All questions carry 10 marks each)

|       |                                                                                                                                                                                                                      | Marks | CO   |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------|
| Q-7   | If demand for manpower is more 15% than the supply for a period of next four months for an organization, discuss the merit of the staffing technique i.e what should the company do to fix this extra short term demand of manpower? | 10    | CO1  |
| Q-8   | What can be the several reasons of wrong selection of manpower? How can wrong selection be eliminated                                                                                                                 | 10    | CO2  |
| Q-9   | What is training need assessment? Explain what can be several indicators of a training need?                                                                                                                          | 10    | CO1  |
| Q-10  | Differentiate between Bonus, Incentive, Allowance, and Gain Sharing.                                                                                                                                                  | 10    | CO3  |
| Q-11  | What are the several quantitative techniques of human resource planning? Discuss the relevance of each such technique.                                                                                                | 10    | CO3  |

| | **SECTION-C ( 20 marks)** | | |
|---|---|---|---|
| Q-12 | It is ideally and practically impossible to find every employee of the company satisfied after the performance appraisals. Does performance appraisal effect performance of people? Employees who are not rated high always complain about the fairness and justice in appraisal process.<br>What iterations can a company run to eliminate biases in the appraisal system?<br>What policies, procedures, and practices a company may have to eliminate performance appraisal related grievances?<br>Discuss. | 20 | CO4 |