



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2021

Course: Human Resource Management

Programme: BBA (OG)

Course Code: HRES3001

Instructions: All sections are compulsory

Semester: IV

Time: 03 hrs.

Max. Marks: 100

SECTION A

Answer in TRUE/FALSE ONLY

		Marks	CO
Q-1	Salary is paid to the employee for his quality of work done	5	CO 1
Q-2	Induction training is provided to every employee on regular intervals	5	CO 3
Q-3	Bonus is paid to motivate the workers who perform good work in the organization	5	CO 2
Q-4	Manpower planning is about planning who will do what work in the organization	5	CO 1
Q-5	Delphi Technique of Human Resource Planning is commonly used for manpower planning done for hiring top level management professionals.	5	CO 3
Q-6	360 degree performance appraisal is a good appraisal method to be applied on a software engineer	5	CO 4

SECTION B

(All questions carry 10 marks each)

Q-7	If demand for manpower is more 10% than the supply for a period of next three 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 is wrong selection? What can be the several reasons of wrong selection of manpower? Suggest measures that eliminate wrong selection and improves the selection process.	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 various training methodologies? Discuss the merits and demerits of On the Job, and Off the job training methods.	10	CO3

SECTION-C (20 marks)

Q-12	<p>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.</p> <p>What can an organization do to eliminate biases in the appraisal system?</p> <p>What policies, procedures, and practices a company may have to eliminate performance appraisal related grievances?</p> <p>Discuss.</p>	20	CO4
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