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BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)

EXAMINATION: MAY- 2024

SEMESTER - V

Sub.: Human Resource Management (BBA15-511)

Date : 27/05/2024	Total Marks : 60	Time: 10.00 am to 12.30pm
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- Instructions:**
- 1) All questions are compulsory.
 - 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. What is the primary goal of manpower planning?

a) Minimizing employee turnover	b) Ensuring a surplus of employees in all departments
c) Aligning the workforce with organizational goals and objectives	d) Maximizing overtime for existing employees

2. Which of the following is a key benefit of effective manpower planning?

a) Increased employee turnover	b) Reduced employee training costs
c) Workforce imbalances and inefficiencies	d) Reactive response to changing business needs

3. Which of the following is NOT a source of external recruitment?

a) Job boards	b) Employee referrals
c) Internal job postings	d) Recruitment agencies

4. Which stage of the recruitment process involves reviewing resumes, conducting interviews, and assessing candidate qualifications?

a) Onboarding	b) Screening
c) Orientation	d) Training

5. What is the first step in the manpower planning process?

a) Implementing training programs	b) Conducting a workforce analysis
c) Hiring new employees	d) Setting organizational goals

Q. 2. State True / False (05)

1. Recruitment is a one-time event and does not involve ongoing activities.

a) True	b) False
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2. The primary goal of manpower planning is to ensure that the organization always has a surplus of employees to meet any unexpected increases in workload.

a) True	b) False
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3. Manpower planning is the process of forecasting an organization's future demand for, and supply of, employees.

a) True	b) False
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4. Internal recruitment involves hiring candidates from outside the organization.

a) True	b) False
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5. The recruitment process typically starts with workforce planning and forecasting.

a) True	b) False
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Q. 3. Write Short notes on (Any Three) (15)

1. VRS – The Golden Handshake
2. Dismissal
3. Suspension
4. Successful Retention of Employees
5. Barriers in HR Communication

Q. 4. Answer in detail (Any Two) (20)

1. Explain in detail meaning, nature & components of Employee Remuneration.
2. Throw some light on the concepts of Job Enlargement and Job Rotation.
3. What is Job Analysis? What are the different methods of job analysis?
4. Define recruitment. Suggest the Internal & External sources of recruitment.

Q. 5. Case study (15)

The HR department of a software company is tasked with hiring a new project manager for an upcoming project. During the selection process, they interview several candidates and ultimately choose one based on their impressive resume and performance during the interview.

However, after the new project manager starts working, it becomes evident that they lack the necessary leadership and technical skills to effectively manage the project team and deliver results. Their communication skills are poor, and they struggle to understand the project requirements, leading to delays and misunderstandings.

It becomes clear to the HR department and the project team that the wrong candidate was selected for the role, causing frustration and setbacks for the project.

Questions

1. What measures can be implemented to address the challenges posed by the selected candidate's lack of skills and qualifications?
2. What steps could the HR department have taken to ensure a more thorough and effective selection process for the project manager position?
3. What steps should be taken to rectify the situation?

Solve the above case using the below mentioned steps.

- Facts of the case
- SWOT Analysis
- Assumptions
- Question Answers
- Title the case