UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

Online End Semester Examination, Dec 2020

Course: Human Resource Management   **Semester: 3**

Program: BBA (Analytics & Big Data) (Family Business & Entrepreneurship)   **Time: 3 Hours**

Course Code: HRES 3001   **Max. Marks: 100**

SECTION A

(Attempt all questions)

S. No.		Marks	CO
Q 1	**Multiple Choice Questions.**	**30**	**CO1**
i	Which of the following is not a method of performance appraisal? (A) Forced Distribution Method (B) Paired Comparison Method (C) Forced Choice Method (D) Critical Incident Method	**5**	
ii	On-the-job training methods are not based on (A) Demonstration methods (B) Interactive methods (C) Vestibule Training methods (D) Apprentice training method	**5**	
iii	The provision of retirement benefit is incorporated under which labour legislation? (A) Payment of Gratuity Act, 1972 (B) The Industrial Employment (Standing Orders) Act (C) Maternity Benefit (Amendment) Act,2017 (D) The Factories Act	**5**	
iv	Too much of reliance on internal recruitment can result in (A) Reduced job performance	**5**	

	(B) High labour turnover		
	(C) Internal conflict		
	(D) Poor group dynamics		
v	Under which of the following incentive plans "a worker is guaranteed a minimum wage on the time basis. Then a standard time is fixed for the completion of every work and if the worker completes the work in less time, he is given a bonus of the time actually saved in proportion to the total time"? (A) Halsey Premium System (B) Rowan Premium System (C) Barth System (D) The Emersion Efficiency System	**5**	
vi	_____ aims to reduce reliance on arbitrary methods of pay determination by introducing an element of objectivity in the way jobs are compared. (A) Performance appraisal (B) Job evaluation (C) Job enrichment (D) Attrition	**5**	
	SECTION B		
	(Attempt all question)	**50**	
Q 2	How job design is different from job analysis? How can job design enhance the performance of an employee?	**10**	**CO2**
Q3	How can organizations create a learning organization?	**10**	**CO2**
Q4	What are the three levels of Training Need Assessment? Explain with examples.	**10**	**CO1**
Q5	It is said that performance appraisal has potential errors. What are those and what can be done to overcome them?	**10**	**CO3**
Q6	Suppose HR planners estimate that because of several technological innovations, your company will need 25 per cent fewer employees in three years. What actions would you take today?	**10**	**CO4**
	SECTION-C		
	(Attempt all questions)	**20**	

Q 7	Sanjeev Kumar and Sanjay Singh runs a small personnel-recruiting office in New Delhi and has decided to expand benefit package of their 25 employees. Currently the only benefits are 7 paid holiday per year and 5 sick days per year. In their company, there are 2 other managers, as well as 17 full-time recruiters and 5 secretarial staff members. Create a benefit package in keeping with the size and requirement of this firm. Or Design an induction-training program for management trainee in a cement industry. Also, give suggestions for measuring the effectiveness of that training program.	20	CO4