

INDIRA UNIVERSITY, PUNE

SCHOOL OF BUSINESS-BBA

Backlog Examination (2025 Pattern) April/ May – 2026 - Semester – I

Subject Name: Introduction to HRM
Subject Code : 25BBA141T

Max. Marks: 25
Time: 1:30 Hrs

Instructions

- Attempt all the questions

CO	Cognitive Ability	Course Outcome
CO1	Remember	Identify the key terms, principles, and concepts of Human Resource Management, including its role in organizational success.
CO2	Understand:	Describe the major functions of HR such as recruitment, selection, training, development, and performance management in various organizational contexts.
CO3	Apply	Apply the strategic principles of HRM to align human resource planning with overall business goals and objectives.
CO4	Analyze:	Analyze real-life HRM practices and frameworks within diverse organizational settings, identifying strengths and areas for improvement.

Q:1	MCQ.	(5 Marks)	CO1
	- HRM helps in improving _____ of employees. - Price - Performance - Sales demand - Packaging - HRM is considered important for organizations because _____. - Humans are major assets - Machines need upgrades - Products need branding - Profits are guaranteed - HRM focuses on optimal utilization of _____ resources. - Raw material - Factory building - Machinery - Human		

	4. Job Analysis results in preparation of _____. - Job Description - Financial report - Advertising plan - Supplier list 5. HRM is a _____ function. - Temporary - Occasional - Mechanical - Continuous	
Q:2	Short Answer – Write any two (5 Marks) - Outline the steps involved in Job Analysis. - Explain the significance of on-the-job and off-the-job training methods. - Extend the stages of employee career planning. - Explain the difference between monetary and non-monetary compensation.	CO2
Q:3	Write any one Question. (7 Marks) - Solve how HRM integrates with business strategy through Strategic HRM. - Identify how job design affects employee motivation. - Apply performance management principles to improve productivity.	CO3
Q:4	Write any one Question. (8 Marks) - Analysis how bonuses and incentives contribute to employee performance. - Examine the role of HR in designing an effective compensation policy. - Analyze how equitable compensation supports organizational goals.	CO4
