

INDIRA UNIVERSITY, PUNE

SCHOOL OF BUSINESS-BBA

Term End Examination (2025 Pattern) December – 2025 - 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	<p>Attempt all the questions. (Each Carry 1 Mark = Total 5 Marks)</p> <p>1. HRM is mainly concerned with managing which resource of the organization?</p> <p>a. Materials b. Money c. People d. Technology</p> <p>2. Which of the following best defines Human Resource Management?</p> <p>a. Managing financial functions b. Managing people at work c. Managing production tasks d. Managing logistics</p> <p>3. HRM focuses mainly on _____.</p> <p>a. Recruitment, Training, Compensation b. Machines, materials, tools c. Cost minimization only d. Production output</p>	CO1
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	<p>4. Which function deals with analyzing the duties and requirements of a job?</p> <ol style="list-style-type: none"> Selection Compensation Job Analysis Training <p>5. HR Planning is primarily used to determine _____.</p> <ol style="list-style-type: none"> Employee rewards Future manpower needs Machinery requirements Budget estimation 	
Q:2	<p>Short Answer – Write any two (Each Carry 2.5 Marks)</p> <ol style="list-style-type: none"> Explain the nature and scope of HRM. Explain the evolution and development of HRM from Personnel Management to Strategic HRM. Outline and explain the process of forecasting HR needs in organizations. Compare the concepts of Job Analysis and Job Design. 	CO2
Q:3	<p>Write any one Question (7 Marks)</p> <ol style="list-style-type: none"> Apply the concept of HR functions and illustrate how HR managers perform different roles within organizations. Apply your understanding to explain how compensation influences employee motivation and retention in organizations. Develop the steps of employee development and career planning and illustrate how they contribute to employee growth. 	CO3
Q:4	<p>Write any one Question (8 Marks)</p> <ol style="list-style-type: none"> Analyze the manner in which Strategic HRM integrates HR functions with overall business strategy to improve organizational competitiveness. Compare various selection techniques. How each technique supports accurate employee selection decisions? Simplify the effectiveness of different performance appraisal methods and justify which method supports performance improvement more efficiently. 	CO4
