

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT

TEST -2 EXAMINATION- 2025

BBA-IV Semester (BBA)

COURSE CODE (CREDITS):24BB1HS412 (4)

MAX. MARKS: 25

COURSE NAME: Human Resource Management

COURSE INSTRUCTORS:TNS

MAX. TIME: 1 Hour 30 Min

Note: (a) All questions are compulsory.

Q	Question	CO	Marks
Q1	<p>Ramoji Rao is in charge of a bindery in Vijayawada, which employs fifteen people, five of whom work in the factory. Three of these employees run machines, one supervises, and the fifth moves the blank paper and finished print by handcar. This fifth position, which demands no skill other than driving a handcar, needs to be filled, and three applicants have responded.</p> <p>The first is Mr.X who is thirty five, unmarried, and a Navy veteran. X has a poor work record. During his five years in Vijayawada he has worked only seasonal labour and occasional odd jobs. He drove a forklift in the Navy, while working at Visakhapatnam. He has a strong build, which could help, although the work is generally light. Mr.Y, age twenty two, came to Vijayawada two years back from Punjab. He has done farm labour for many years and assembly-line work for one year. His command of English is poor (but can speak the regional language, Telugu, fluently). He resides with his mother and seems certain to remain in the area for some time. After having run farm equipment, he should have no trouble steering a handcar. Mr.Z is a local boy who finished high school two years ago. Subsequently, he got a diploma from a local III and is currently employed as an assistant in AB Transport Company Vijayawada. His character references are excellent. Mr.Z is small, but he seems quick and was track star in high school. Questions :</p> <ol style="list-style-type: none"> 1. How much consideration should be given to Mr.X poor work record? Should it be checked? 2. How important is a command of English to the job? How quickly could Mr. assimilate enough English to be effective? 3. Should MrY be passed over because of his status as a recent migrant? 4. Should Mr.Z get the job? How heavily should his references be weighed against his inexperience? 5. Who should be hired? Why? 	[2]	5*3=15
Q2	Workforce planning is the process of deciding what positions the firm will have to fill and how to fill them. Discuss the steps involved in this planning process.What is its strategic importance?	[2]	3
Q3	"A well thought out orientation programs essential for all new employees, whether they have experience or not". Explain why you agree or disagree with this statement	[3]	3
Q4	Some firms swear by unorthodox interview methods. Tech Planet, of Menlo Park, California, uses weekly lunches and "wacky follow-up sessions" as substitutes for first-round job interviews. During the informal meals, candidates are expected to mingle, and the Tech Planet employees they meet at the luncheons then review them. One Tech Planet employee asks candidates to ride a unicycle in her office to see if "they'll bond with the corporate culture or not." Toward the end of the screening process, the surviving group of interviewees has to solve brainteasers, and then openly evaluate their fellow candidates' strengths and weaknesses. What do you think of this screening process? What are its pros and cons? What changes, if any, would you recommend?	[2]	4