

KARACHI UNIVERSITY BUSINESS SCHOOL
University of Karachi
FINAL EXAMINATION, DECEMBER 2010: AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT BA (H) – 552
BS – VI

Date: January 13, 2011

Max Time: 2.5 Hrs

Attempt all questions. All Questions Carry equal marks.

Max Marks: 40

- 1.a. Job analysis is often referred as the “cornerstone” of HRM. Do you agree? Why?
- b. What role do job description and job specification play in an effective recruitment program?

- 2.a. What impact does performance appraisal have on other human resource management activities?
- b. How does learning objectives affect the evaluation of the effectiveness of a training program?

- 3.a. How does realistic job previews help in reducing turnover among recently hired employees?
- b. Why should replacement chart and replacement summaries be kept confidential?

- 4.a. Discuss the causes that lead towards Human Resource Demand.
- b. Highlight the elements of Job Design.

- 5.a. Explain the different steps involved in the selection process.

KARACHI UNIVERSITY BUSINESS SCHOOL
University of Karachi
FINAL EXAMINATION JULY 2010: AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT BA (H) – 552
BS-VI

Date: July 5, 2010

Max Time: 3 Hours

Max Marks: 60

Attempt All Questions.

All Questions Carry Equal Marks

- 1 (a) Today the Human Resource Department is considered as the strategic partner of an organization. Discuss the reason that has made the Human Resource department to become so important.
- (b) What advantages may be enjoyed by the organizations which have a clear and detailed orientation program?
- 2 (a) How does career planning benefit the organization and the employee?
- (b) Discuss the various means that may be adopted to handle employees' grievances.
- 3.(a) Explain each of the forecasting techniques with relevant examples highlighting their usage.
- (b) Detail the elements of job designing.
- 4.(a) Why should training be treated as an investment instead of being considered as an expense.
- (b) What is meant by 360° performance appraisal? What are its advantages and disadvantages?
- 5.(a) Discuss the role and limitations of an HR manager in the process of compensation designing.
- (b) Explain the process of training need analysis. Also differentiate between on-the-job training and off-the-job training.

KARACHI UNIVERSITY BUSINESS SCHOOL
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FINAL EXAMINATION, DECEMBER 2008 - AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT BA(P) - 452
EBA - IV

Time: 3 Hours
Total Marks: 60

Date: January 3, 2009

Instructions: Attempt five questions in all. Question # 6 is compulsory.

Q1 (a) Explain the term, 'Orientation Training'. Pen down the advantages of orientation training.

(b) In _____ type of training, the trainees are put into the exact working condition and environment as that of the original working condition and environment.

Q2 (a) What are the Pre-Selection HR practices? Explain each of those practices.

(b) Inviting prospective candidates to apply for a job opening is known as _____ process.

Q3 (a) Give a detailed sketch of the Training need assessment process. Also pen down its uses.

(b) EEO in Human Resource Stands for _____.

Q4 (a) What do you understand by the term 'Human Resource Information Systems (HRIS)? What are its uses?

(b) Payment against the amount of work done is known as _____.

Q5 (a) Dealing with a Diversified Workforce has become one of the major challenges faced by an HR Manager today. Do you agree? Give a detailed support to your point of view.

(b) A _____ is composed of numerous tasks.

Differentiate between the following: (Attempt any TWO).

- i) Performance Evaluation & Performance Appraisal.
- ii) Job Description & Job Specification.
- iii) Training & Development.
- iv) Personnel Management & Human Resource Management

**KARACHI UNIVERSITY BUSINESS SCHOOL
UNIVERSITY OF KARACHI**

**FINAL EXAMINATION DECEMBER-2007: AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT BA(P)-452
BBA-IV**

Time Allowed: 3 Hours

Max: Marks: 60

Dated: 18-12-2008

Student Name: Aisha Faruq

Roll No. A10541004

Instructions:

Attempt five questions in all where Q-1 and Q-2 are compulsory.

Do not write any thing on the question except your name and enrollment No.

- Q. No.1** State the purpose of Human Resource Management, and explain how human resource managers can achieve it? 12
- Q. No.2 (a)** Differentiate between line and staff authority. Give examples of managers who exercise line authority and staff authority in organizations. 05
- (b)** "The responsibility of HRM lies with each manager in an organization". Do you agree or disagree with the statement? Give reasoning to support your answer. 07
- Q. No.3 (a)** How does training differ from development? Discuss the benefits of training and development to organizations and to individuals, which in turn ultimately benefits the organization 06
- (b)** Swat Food Company (SFC) inducted two workers (say A & B) for their packaging department one month back. Worker A is performing well and the supervisor is satisfied with his performance, but the worker B is performing below the acceptable level of performance. Now as one whole month has passed the poor performance of employee B has become a matter of serious concern for the supervisor. The supervisor sees employee B as hard working and committed employee but finds that he lacks skills required to perform the job. 06
- Required:**
Explain if you are asked to develop a training program for employee B, what steps you will include why?
(Assume that you are manager training in SFC).
- Q. No.4.** Given the increasing workforce diversity and the slowdown of its growth, how will these social trends affect employer's effort to provide equal employment opportunity? Explain. 12
- Q. No.5.** Why is Human Resource Planning more common among large organizations than the small ones? What are the advantages of it for large organizations? Explain, and give an example to support your answer. 12
- Q. No.6 (a)** What is Performance Appraisal? List the steps involved in it. How can Performance Appraisal be beneficial for an organization and for its employees? Explain. 08
- (b)** For What type of jobs you'll recommend future oriented performance appraisal methods to be used to evaluate employee performance and why? 04
- Q. No.7.** Write notes on the following: (any six) 12
1. Human resource audit
 2. Direct and indirect compensation
 3. Internal and external equity
 4. Labor market analysis
 5. Placement decisions
 6. Job rotation
 7. Self-appraisals
 8. International hiring

Good Luck

Department of Business Administration

Affiliated College

BBA Semester Course No. BA (P)-452

Human Resource Management

Name: _____ Roll No. _____ Class: _____

Instructions: Attempt any five (05) questions. Question No. 8 & 9 are compulsory.
Question No. 9 must be attempted on Question paper.
Return Question paper along with the Answer Sheet.

- Q.1: Define Human Resource Management. How far you agree that HRM is old wine in a new bottle? Justify your answer either in favor of or against the statement.
- Q.2: Outline the scope of Human Resource Management in the light of ongoing changes in management thought.
- Q.3: Describe in case of an organization known to you. In what way its HR practices contribute to the firm's strategic management process?
- Q.4: If you were a human-resource planner, how would you develop an accurate human resource plans when there are so many rapid changing environmental factors around you, over which you have either little or no control?
- Q.5: From the human resource manager's point of view, what are the uses of job analysis? As a job analyst, what important factor you would consider in job analysis process?
- Q.6: If you were a human resource manager in a scientific institution and you were asked to recruit scientist, which source of recruitment you would use for this purpose and why?
- Q.7: Explain in detail the 'Model of Excellence' presented by Patricia Maclegan by pointing out the wheel of human resource management.
- Q.8. Explain the following point of difference between personnel and HRM.
1. Pluralist vs. Unitarist.
 2. Institutionalized vs. De-emphasized
 3. Transactional vs. Transformational
 4. Restricted flow vs. increased flow
 5. Mechanistic vs. Developmental
 6. Division of Labour vs. Team Work

(Please see overleaf for Q No.8)

Q.9. Explain the following:

(a) Job evaluation.

(b) Personnel audit.

(c) Human Engineering.

(d) Quality work life.

(e) Screening.

(f) Application Blank.

(g) Blind Ad