



‘समानो मन्त्रः समितिः समानी’

**UNIVERSITY OF NORTH BENGAL**  
BBA LL.B. Honours 6th Semester Examination, 2023

**HUMAN RESOURCE MANAGEMENT**

**PAPER CODE: FC13**

Time Allotted: 3 Hours

Full Marks: 100

*The figures in the margin indicate full marks.*

**Answer any four questions and Question No. 7 is compulsory**

1. (a) Explain the concept of Human Resource Management. 8+12  
(b) State and explain the power and responsibilities of a Personnel Manager.
2. (a) Define Recruitment. 2+8+10  
(b) Distinguish between Job Description and Job Specification.  
(c) “It is always better to go for external sources of recruitment”. — In light of this statement, justify the answer.
3. (a) Define Training. 2+8+10  
(b) Distinguish between Training and Development.  
(c) State and explain the various techniques of Training to an employee of an organization.
4. (a) Define compensation. 2+8+10  
(b) Distinguish between Base and Supplementary Compensation.  
(c) Explain the basic characteristics of Sound Promotion Policy.
5. (a) What is demotion and why it is needed? 8+12  
(b) Discuss the Pros and Cons of Promotion Policy based on:  
(i) Merit (ii) Seniority (iii) Merit cum seniority.
6. (a) What is Organization Culture? Does it always help in increasing the employee efficiency? 10+10  
(b) Depict the methods of Promoting appropriate Organizational Culture in an Organization.
7. Write short notes: (any *four* questions) 5×4 =20  
(a) Selection  
(b) Job Rotation  
(c) Importance of Job Evaluation  
(d) Transfer and Separation  
(e) Benefits of Induction.

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