



UNIVERSITY OF THE PUNJAB

Third Semester – 2019

Examination: B.S. 4 Years Program

Roll No.

PAPER: Human Resource Management

Course Code: HR-211/GEN-21142 Part – II

MAX. TIME: 2 Hrs. 45 Min.

MAX. MARKS: 50

ATTEMPT THIS (SUBJECTIVE) ON THE SEPARATE ANSWER SHEET PROVIDED

Q.2. Questions with short answers.

(5 x 4 = 20)

1. What are the three forms of sexual harassment? Describe each form.
2. What are the steps involved in conducting a job analysis. Describe each step.
3. Write down guidelines for managing a testing program.
4. What are the advantages and disadvantages of using an employee referral campaign for recruitment purposes?
5. What are the key steps for launching a successful EAP program?

Q.3. Questions with brief answers.

(3 x 10 = 30)

1. What is strategic management? Briefly describe the six steps in the strategic management process. **10**
2. What are advantages of on-the-job training? Describe the four steps in job instruction. **10**
3. What are the four decisions that affect a firm's promotion process? Explain the effect each decision could have on promotional decisions. **10**



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Roll No. in Fig.

Roll No. in Words.

PAPER: Human Resource Management

MAX. TIME: 15 Min.

Course Code: HR-211/GEN-21142 Part-I (Compulsory)

MAX. MARKS: 10

Signature of Supdt.:

Attempt this Paper on this Question Sheet only.

Please encircle the correct option. Division of marks is given in front of each question.

This Paper will be collected back after expiry of time limit mentioned above.

Q.1. Encircle the right answer, cutting and overwriting is not allowed. (1x10=10)

1. The purpose of a strategic plan is to identify ways to create or maintain a (n) _____.
 - a. Differential advantage
 - b. Competitive advantage
 - c. Instrumental advantage
 - d. Success factor
2. A _____ aims to measure an array of possible predictors for job performance.
 - a. Test validity
 - b. Test criterion
 - c. Test battery
 - d. Job analysis
3. The expertise of human resource departments became indispensable with the _____.
 - a. Passing of equal employment legislation
 - b. Increase of women in the workforce
 - c. Movement of jobs to countries with cheaper labor costs
 - d. Both a and b
4. Most people who are classified as nontraditional workers are _____.
 - a. Contingent workers
 - b. Independent contractors
 - c. Job sharing
 - d. Working multiple jobs
5. Participatively set goals result in higher performance than assigned goals when _____.
 - a. Participatively set goals are more difficult
 - b. Assigned goals are more difficult
 - c. The rewards are also higher
 - d. Participatively set goals are used consistently
6. Herzberg's Hygiene-Motivator theory of motivation suggests that intrinsic factors like _____ cause satisfaction.
 - a. Working conditions
 - b. Pay
 - c. Achievement
 - d. Incentive pay

P.T.O.



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UNIVERSITY OF THE PUNJAB
B.S. 4 Years Program : Third Semester – Fall 2021

Paper: Human Resource Management

Course Code: HR-211

Roll No.
Time: 3 Hrs. Marks: 60

Q.1. Give short answers to these questions.

(10x3=30)

- i. Describe the components of a company's basis HR architecture.
- ii. Explain the difference between job enlargement and job enrichment.
- iii. What policy issues must employers address when developing benefit plans? Name five issues?
- iv. Write down ten sections covered by a typical contract agreement.
- v. Write down guidelines for managing a testing program.
- vi. Define job analysis.
- vii. Define EEO.
- viii. Define job design.
- ix. Define glass ceiling.
- x. Describe globalization.

Q.2. Attempt the following questions.

(3x10=30)

- i. Write down performance appraisal methods.
- ii. What is equal employment opportunity concept and what is its importance in enforcing it?
- iii. Briefly explain traditional organizational development methods.