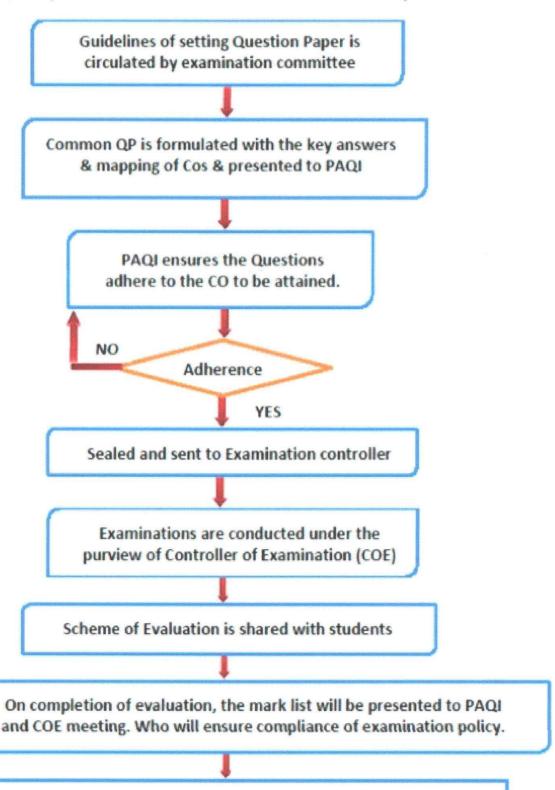
### **FLOW CHART**

principal@acharyabbs.ac.in

#### Quality of continous assessment and evaluation process



complaints will be addressed by the COE

Director

Acharya's Bandalore B-School
Lingadeeranahulli, Magadi Road
Bangarire

#### ACHARYA BANGALORE B SCHOOL

UG-1st INTERNAL TEST JAN 2021

Date: 05.01.2021

Dear All,

Greetings from Examination Committee,

The Examination Committee in consultation with Principal had decided to Conduct I Internal test for 1<sup>st</sup>,3<sup>rd</sup>& 5<sup>th</sup> Sem UG Students starting from 20<sup>th</sup> January, 2021 till 23<sup>rd</sup> January, 2021. The time table and key things to be noted are listed as below.

Exam Timings will be from 10.00-11.30AM in the 1<sup>st</sup> session and 01.00 -2.30PM 2<sup>nd</sup> session.

Departmental Coordinators are requested to finalize the QP Pattern & Format uniformly for Core Subjects in tune with University Pattern (Strictly adhering to Blooms Taxonomy while preparing QP).

Language teachers are requested to frame the Question Papers in tune with University Format.

Faculty are requested to take up the Exam Duties allotted to them on their own.

Exchange of Duties will not be entertained without prior Notice.

Faculty if need to avail leave on these days need to make Prior adjustment of Classes or Exam Invigilation priorly. Last minute Intimation will not be entertained except in those situations out of one's Control.

Examination Committee,

ABBS - UG

Principal

Acharya Bangalore B-school

Andrahalli Main Road, off Magadi Road,

Bengaluru-560391

#### ACHARYA BANGALORE B SCHOOL

UG- 1st INTERNAL TEST JAN 2021

I SEM				III SEM					V SEM							
BAV	в.сом	B.COM (L&SCM)	B.SC	BCA	BBA	BAV	в.сом	B.SC	BCA	BA	BBA	BAV	B.COM	B.SC	BCA	BA
GEN ENG	GENENG	GEN ENG	GEN ENG	GEN ENG	SOFT SKILLS FOR BUSINESS	BUSINESS COMMUNCIAT ION	Gen Eng	Gen Eng	GEN ENG	GEN ENG	MANAGEMENT ACCOUNTING	ALARR	IFRS	BTT- 501 Genetic Engineering and Enviornmental Biotechnology	DCN	JOURNALISM- REPORTING
INTRODUCTI ON TO AIRLINE INDUSTRY	ALSOF	AND			CORPORATE ENVIRONME NT	MIS	PRCC				COMPUTER APPLICATIONS IN BUSINESS	Market Research			Software Engineering	JOURNALISM- EDITING
MATHEMATI CS AND LOGICAL REASONING	BUSINESS MATHEMATI CS	FINANCIAL ACCOUNTING	Bio-Technology	problems Solving Techniques using C	HUMAN RESOURCE MANAGEMEN T	Income Tax	Financial Management	Bio-Technology	OOPS using C++	JOURNALISM	INVESTMENT MANAGEMENT	ATSS	Costing Methods	Recombinant DNA Technology/MB T 501: Agricultural Biotechnology and	Micro- Processor and Assembly Language Program	HISTORY- MODERN INDIA
					BUSINESS ETHICS	Marketing Management	Business Ethics				ENTREPRENEU RIAL MANAGEMENT		GST	BCV		HISTORY - EUROPE
PRINCIPLES OF ACCOUNTING	FINANCIAL ACCOUNTING	INDIAN FINANCIAL SYSTEM	Bio-Chemistry	Digital Electronics	CORPORATE	АТП	Corporate Accounting	Bio-Chemistry	Accounting and Financial Management	TOURISM	AFM/CB	AF&I	Income Tax	BC-VI	Computer Architecture	TOURISM POLICY
						Retail Management										
ATDI INF	BUSINESS ORGANISATI ON AND MARKET DYNAMICS	INTRODUCTI ON TO LOGISTICS AND SUPPLY CHAIN MANAGEMEN T	Microbiology/G enetics	Discrete Mathematics	BUSINESS REGULATION S	РММ	QABD-II	Microbiology/G enetics	Operating System		FMS/ADMM	ATC	Advanced Accounting	MBT 502: Food and Diary Microbiology/G NT 502: Basic Human Genetics	Java Programming	TOURISM IN INDIA
					ADE/Kan/Hin		ADE/Kan/Hin	ADE/Kan/Hin	ADE/Kan/Hin	ADE/Kan/Hin						
	GEN ENG  INTRODUCTI ON TO AIRLINE INDUSTRY  MATHEMATI CS AND LOGICAL REASONING  PRINCIPLES OF ACCOUNTING  AIRPORT AND AIRLINE MANAGEMEN	GENENG GENENG  INTRODUCTI ON 10 AIRLINE INDUSTRY  MATHEMATI CS AND LOGICAL REASONING  PRINCIPLES OF ACCOUNTING  AIRLINE MANAGEMEN  AIRLINE MANAGEMEN  MARKET  BUSINESS ORGANISATI ON AND MARKET	BAV B.COM B.COM (L&SCM)  GENENG GENENG GENENG  INTRODUCTION ALS OF AND SERVICES AND LOGICAL REASONING FINANCIAL ACCOUNTING ACCOUNTING  PRINCIPLES OF ACCOUNTING ACCOUNTING  AIRPORT AND ARCOUNTING ACCOUNTING SYSTEM  AIRPORT AND ARCOUNTING ORGANISATION AND SUPPLY CHAIN AND SUPPLY	BAV B.COM B.COM (L&SCM)  GENENG GENENG GENENG GENENG  FUNDAMENT AND ALSOF MANAGEMEN TAND LOGICAL REASONING  PRINCIPLES OF ACCOUNTING FINANCIAL ACCOUNTING  AIRPORT AND AIRLINE MANAGEMEN TO SYSTEM  AIRPORT AND AIRLINE MANAGEMEN TO NO TO ORGANISATI ON TO ORGANISATI ON STEPPLY MARKET IN THE PRINCIPLE OR AND MARKET IN TO AND MANAGEMEN TO NO TO ORGANISATI ON SYSTEM  BUSINESS ORGANISATI ON TO TO ORGANISATI ON TO TO ORGANISATI ON TO TO ORGANISATI ON TO	BAV B.COM B.COM (L&SCM) B.SC BCA  GENENG GENENG GENENG GENENG GENENG  GENENG GENENG GENENG GENENG  GENENG GENENG GENENG  GENENG GENENG GENENG  FUNDAMENT AND AIS OF AND ANAGEMEN SKILLS  MARKETING AND ESERVICES TAND LLOGICAL REASONING  MATHEMATI CS AND LOGICAL REASONING  FINANCIAL ACCOUNTING  FINANCIAL ACCOUNTING  FINANCIAL SOF AND	BAV B.COM (L&SCM) B.SC BCA BBA  GENENG GENENG GENENG GENENG GENENG SOFT SKILLS FOR BUSINESS  INTRODUCTI ON TO ALLS OF MANAGEMEN TANDLIPE SKILLS  MATHEMATI CS MANAGEMEN TANDLIPE SKILLS  MATHEMATI CS BUSINESS MANAGEMEN T TO THE CENTROLOGY TECHNIQUES USING CORPORATE ENVIRONME TO THE COUNTING BIO-Technology Techniques using C MANAGEMEN T TO THE COUNTING BIO-Technology Techniques using C MANAGEMEN T TO THE COUNTING BIO-TECHNOLOGY TECHNIQUES USING C MANAGEMEN T TO THE COUNTING BIO-TECHNOLOGY TECHNIQUES USING C MANAGEMEN TO NO TO LOGISTICS ACCOUNTING SYSTEM  AIRPORT AND ACCOUNTING SYSTEM BIO-Chemistry Digital Electronics ACCOUNTING ACCOUNTING MANAGEMEN T TO NO TO LOGISTICS MANAGEMEN T TO STREET MATHEMATICS REGISTATION SECTION TO THE COUNTING STREET MANAGEMEN TO NO TO LOGISTICS MANAGEMEN TO NOT TO LOGISTICS MANAGEMEN	BAV B.COM B.COM (L&SCM)  GENENG GENENG GENENG GENENG GENENG GENENG SOFT SKILLS  INTRODUCTION TO AIRLINE INDUSTRY  MARKETING AND SKILLS  MATHEMATI C.S. AND MANAGEMEN T. SKILLS  MATHEMATI C.S. MATHEMATICAL C.S	BAV B.COM (L&SCM) B.SC BCA BBA BAV B.COM (L&SCM)  GEN ENG GEN	BAY B.COM (L&SCM) B.SC BCA BBA BAY B.COM B.SC  GENENG GENENG GENENG GENENG GENENG GENENG GENENG SOFT SKILLS FOR BUSINESS COMMUNICAT GENENG GEN	BAV B.COM (L&SCM)  B.COM (L&SCM)  B.SC BCA  BBA BAV B.COM B.SC BCA  BCA  BEAN BAV B.COM B.SC BCA  BCA  BCA  BCA  BCA  BCA  BCA  BCA	BAV B.COM B.COM (I.ASCM) B.SC BCA BBA BAV B.COM B.SC BCA BA  GEN ENG G	BAV B.COM B.COM CLASCEN B.S.C BCA BBA BAV B.COM B.S.C BCA BA BBA BBA BAV B.COM B.S.C BCA BA BA BAV B.COM B.S.C BCA BA BA BAV B.COM B.S.C BCA BA BA BBA BAV B.COM B.S.C BCA BA BA BAV B.COM B.S.C BCA BA BA BAV B.S.C BCA BA BA BAV B.S.C BCA BA BA BBA BAV B.COM B.S.C BCA BA BA BAV B.S.C BCA BA BA BAV B.S.C BCA BA BAV B.S.C BCA BAV	BAV B.COM (LASCM) B.SC BCA BBA BAV B.COM B.SC BCA BA BBA BAV  GENERG GENERG GENERG GENERG GENERG GENERG SOFT-SKILLS FOR BUSINESS COMMUNICIAT GENERGY GENERG	BAY B.COM B.COM (LASCM) B.SC BCA BBA BAY B.COM B.SC BCA BBA BAY B.COM B.SC BCA BA BBA BAY B.COM  GENENG GEN	BAY B.COM B.COM B.SC BCA BBA BAY B.COM B.SC BCA BBA BAY B.COM B.SC BCA BBA BAY B.COM B.SC BCA BA BBA BAY B.COM B.SC BCA BBA BBA BAY B.COM B.SC BCA BBA BAY B.COM	BAY B.COM B.SC BCA BBA BAY B.COM B.SC BCA BBA BAY B.COM B.SC BCA BA BBA BAY B.COM B.SC BCA  GENERG GENERG GENERG GENERG GENERG GENERG GENERG BENNESS FOR BUNNESS BUNNESS FOR B

(Re-accredited with NAAC 'A' grade)

# QUESTION PAPER WITH KEY AND CO'S MAPPING

principal@acharyabbs.ac.in

#### Acharya Bangalore B School 2<sup>nd</sup> Semester Internal Test – 1, April 2019 Human Capital Management

Time: 90 Minutes

Max Marks: 50

#### Part - A

- Q.1 Answer any three from the following:
- $(5 \times 3 = 15)$
- a) Explain the concept of HRM. Discuss in brief important functions of HRM.
- b) Bring out the difference between HRM & HRD.
- c) Explain the concept of HRP.
- d) Explain the term Career planning, Employee reference, and job portal.
- e) Discuss the factors affecting HR Planning.

#### Part - B

Answer any two from the following: (10 x2 = 20)

- Q.2 Discuss in detail Contemporary Issues & Practices in HRM.
- Q.3 You are a HR manager, you required to hire 25 sales representatives for an FMCG Company. Design the recruitment and selection process to select the ideal candidates.
- Q.4 What is Job analysis? How would you conduct a Job analysis study for the BPO sector jobs? What are the content and utility of Job analysis study

#### Part C:

#### Q.5 Compulsory Case Study

#### Google's Recruitment and Selection Process

Google Inc., the world's largest and most popular search engine company, is also one of the most sought after companies in the world. Due to the popularity of the company caused by its highly attractive compensation and benefits packages for its employees, millions of job applications are constantly received by Google on an annual basis. While other companies envy Google for attracting and acquiring such highly-talented and highly-skilled individuals from all over the world, the company finds it as a serious cause of dilemma.

When Google Inc. topped the ranks for the most popular companies in the world, it could no longer contain the number of applications it receives from thousands of job hunters from all over the globe. And since the company aims to hire only the best employees that fit the organizational culture and standards of Google, the company started thinking of ways to better improve its recruitment and selection process for its would-be employees.

## Semester – 2 Internal Test – 1 Sub: Human Capital Management

#### Part - A

#### Q.1 Answer any three from the following:

#### a) Explain the concept of HRM. Discuss in brief important functions of HRM.

A: Organisations have to provide a healthy work climate in order to get the best out of people.

To utilise the capabilities of people fully, you need competent leadership willing to recognise, reward and nurture talent at all levels.

This is where human resource managers play a critical role by bridging gaps between employee expectations and organisational requirements by adopting appropriate human resource strategies and practices.

HRM, in short, is the art of procuring, developing and maintaining competent workforce to achieve the goals of an organisation in an effective and efficient manner.

Functions:

#### 

			P/HRM			_
Managerial functions					Operativ	Punctions
Planning	Procurement	Development:	Motivation and	Maintenance:	integration:	Emerging
	Job Analysis	Training	Compensation:		Grevances	1990993
	HR panning	Executive	Job design	Heath		Personnel records
Organising	Recruitment	davelopment Career planning	Work	Safety Welfare Social security	Discipline	
(E) (E)	Selection		scheduling Motivation Job evaluation Performance and potential appraisal		Teams and feartwork  Collective bargaining	Personnel audit
	Placement					Personne'
- Directing	Induction	Succession				research
		planning			Participation	HR
	internal mobility					accounting
Contro Png	-11	Human	Compensation		Empowermen t Trade unions	HRI5
· ····································		resources development strategies	administration			Job atress
			incentives			Mentoring
		entity ve	denefits and services		Employers associations	International
					industral relations	

#### b) Bring out the difference between HRM & HRD.

A: Some organizations use HRM & HRD interchangeably.

HRD is the developmental aspect of HRM. Hence HRD is a part of HRM.

HRD deals with the training, management development, career planning & development and organization development.

Dimension				
Contract	Written contracts	Beyond contracts		
Rules	Importance of devising	Impatience with rule		
Behavior norms	Customs & practices	Values / mission		
Managerial task with respect to labor	Manitaring	Nurturing		
Key relations	Labor management	Customer relations		

Dimension	HEM	HRD		
Speed of decision	Slow	Fast		
Management role	Transactional	Transformational		
Job design	Division of labor	Teamwork		
Training & development	Controlled access	Learning organizations		
Conflict handling	Temporary solutions	Manage climate 8 culture		
Management action	Clear rules	Need based		

#### c) Explain the concepts of Job Design, Job Analysis and Job evaluation.

Job design is defined as the process of deciding on the content of a job in terms of duties and responsibilities of the job holders, on the methods to be used in carrying out the job, in terms of techniques, systems and

Equip employees so as to cope with dramatic challenges brought forward by rapid advances in science and technology

Life style changes
Environmental challenges
Personnel function in future
Job redesign
Career opportunities
Productivity
Recruitment and selection
Training and development
Rewards
Safety and welfare

Q.3 Write a comprehensive note on Changing concept of HRM in India & in the Globe.

#### Shifts in HR Management in India

Traditional HR practice

 People as expenses & Administrative role

- Reactive
- Separate, isolated from company mission
- Production focus
- Functional organisation
- Individuals encouraged, singled out for praise, rewards

Emerging HR practice

- Strategic role
- · Preactive
- \* Key part of propositional
- · Service feats
- o Proces-based argensaben
- Grens-Knobenel Teams,
   tenwork most important
- Progic as key investments/assets

#### Q.4 Explain the co cept of recruitment. Discuss the Difference between recruitment & selection.

Recruitment is defined as a process to discover the sources of manpower to meet the requirements of the staffing schedule and to employee effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient workforce.

Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization.

Recruitment policy should commit itself to the organization's personnel policy like enriching the organization's human resources or serving the community by absorbing the weaker sections and disadvantaged people of the society, motivating the employees through internal promotions, improving the employee's loyalty to the organization by absorbing retrenched or laid-off employees or casual / temporary employees or dependents of present / former employees etc.

Part C:

Q.5 Compulsory Case Study Google's Recruitment and Selection Process