



Dezyne École College

Bachelor of Business Administration (B.B.A.) Second Year-4th Semester
Human Resource Management

Unit- I

1. Define Human Resource Management.
2. What is the importance of HRM in an organization?
3. Mention any three roles of an HR Manager.
4. Define Strategic HRM.
5. What is Human Resource Planning?
6. List the steps involved in the HRP process.
7. Differentiate between Job Description and Job Specification.
8. What are the internal sources of recruitment?
9. Define Employer Branding.
10. What is induction in HRM?
11. Explain the objectives and importance of Human Resource Planning.
12. Discuss the forecasting techniques used in HRP.
13. Describe the role and responsibilities of an HR Manager.
14. Explain the process of Recruitment in detail.
15. Compare and contrast Job Description and Job Specification.
16. Describe the selection process with a flowchart.
17. Explain the significance of Employer Branding in recruitment.
18. Define HRM and explain its scope, objectives, and significance in the modern business environment.
19. Discuss in detail the process of Human Resource Planning along with its challenges.
20. Explain Strategic HRM and its integration with business strategy.

21. Elaborate on the process of recruitment and selection with suitable examples.
22. How does an organization conduct Job Analysis? Explain its uses and outcomes.
23. Explain the importance of induction and orientation programs in enhancing employee productivity.

Unit-II

1. Define Training and explain any three objectives of training in organizations.
2. What is Performance Management? Mention two major methods used in performance appraisal.
3. Explain the concept of Job Evaluation and why it is important in Compensation Management.
4. What do you understand by Succession Planning? How is it different from Career Planning?
5. Who are High Potential Employees (HiPos)? What makes them critical to talent management?
6. Explain the importance of Training & Development in modern organizations. How does it contribute to both employee and organizational performance?
7. Discuss the various Needs for Training in an organization. How can a Training Needs Assessment (TNA) be conducted effectively?
8. Compare and contrast On-the-Job and Off-the-Job Training methods. Which one is more effective for technical employees and why?
9. Define Performance Appraisal. Compare any three performance appraisal methods in terms of advantages, limitations, and suitability.
10. What are Rating Errors in performance appraisal? Discuss at least four types of errors and suggest ways to reduce them.
11. Explain the concept and importance of Competency Management. How is it linked with employee development and organizational goals?
12. Define Compensation Management. Why is an effective compensation strategy important for employee retention and motivation?
13. Discuss the steps involved in conducting a Job Evaluation. How does it affect pay equity within the organization?
14. Differentiate between Monetary and Non-Monetary Incentives. Which are more effective in motivating today's workforce? Give examples.
15. List and explain various Employee Benefits typically offered in a compensation plan. Why are benefits considered a major HR cost?

16. What is Career Planning? Describe the stages of a career planning process and explain its significance for both employer and employee.

Unit – III

1. Define productivity management.
2. What is Total Quality Management (TQM)?
3. Explain the concept of Kaizen.
4. What are quality circles?
5. Define industrial relations.
6. What is a grievance in HRM?
7. Define resignation and discharge.
8. Differentiate between dismissal and suspension.
9. State any two differences between Domestic HRM and International HRM.
10. What do you mean by IHRM?
11. What are the challenges faced by HR managers today?
12. What is the role of HRM in international organizations?
13. What is the need for ethical practices in HRM?
14. Describe Kaizen and how continuous improvement affects organizational performance.
15. Explain the concept of quality circles, their structure, and how they help in problem-solving.
16. Define industrial relations and explain the role of HR in maintaining sound IR.
17. Discuss in detail the grievance handling procedure in an organization.
18. Explain the process and significance of collective bargaining with real-world examples.
19. Analyze the ethical responsibilities of HR managers and propose ways to uphold ethics in HR practices.
20. Discuss the major challenges HR managers face in a globalized environment.
21. Elaborate on the features, functions, and challenges of International Human Resource Management.
22. Compare Domestic HRM and IHRM in terms of scope, complexity, and cultural implications.
23. What are the strategies for managing international HR activities effectively?