

D 130030

(Pages : 2)

Name.....

Reg. No.....

**FIFTH SEMESTER (CBCSS—UG) DEGREE EXAMINATION
NOVEMBER 2025**

B.B.A.

BBA 5B 10—HUMAN RESOURCE PLANNING AND DEVELOPMENT (HUMAN
RESOURCE MANAGEMENT SPECIALIZATION—I)

(2019 Syllabus)

Time : Two Hours and a Half

Maximum : 80 Marks

Part A*Answer all questions.*

1. What is TQM ?
2. What is job specification ?
3. What is work rules ?
4. What is learning curve ?
5. What is job description ?
6. What is man power cost ?
7. What is succession planning ?
8. What is relocation cost ?
9. What is career development ?
10. What do you mean by staffing Table ?
11. What do you mean by competency mapping ?
12. What is Quality circle ?
13. What is prevention cost ?
14. What do you mean by Human Resources Inventory ?
15. What is Recruitment ?

(15 × 2 = 30, Maximum ceiling 25 marks)

Turn over

Part B

Answer all questions.

16. What are the various tips for career planning ?
17. Briefly explain the process of HRP Process.
18. Discuss about various stages of career.
19. Explain the steps involve in succession planning.
20. Explain the process of job analysis.
21. What are the factors required for effective man power planning ?
22. Discuss the important objections against human resources accounting.
23. Discuss about the various problems of Human Resources Planning.

(8 × 5 = 40, Maximum ceiling 35 marks)

Part C

*Answer any two questions.
Each question carries 10 marks.*

24. What is HRD ? Explain the various strategies adopted in Human Resources Development.
25. In what way Human Resources Accounting useful for managing human resources ? And also mention the significance of Human resources accounting.
26. Discuss the problems faced in Human Resources Planning. How can these problems be overcome ?
27. Explain the future of career planning and development in India.

(2 × 10 = 20 marks)

D 130030-A

(Pages : 4)

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**BBA 5B 10—HUMAN RESOURCE PLANNING AND DEVELOPMENT (HUMAN
RESOURCE MANAGEMENT SPECIALIZATION—I)**

(2019 Syllabus)

(Multiple Choice Questions for SDE Candidates)

Time : 15 Minutes**Total No. of Questions : 20****Maximum : 20 Marks****INSTRUCTIONS TO THE CANDIDATE**

1. This Question Paper carries Multiple Choice Questions from 1 to 20.
2. The candidate should check that the question paper supplied to him/her contains all the 20 questions in serial order.
3. Each question is provided with choices (A), (B), (C) and (D) having one correct answer. Choose the correct answer and enter it in the main answer-book.
4. The MCQ question paper will be supplied after the completion of the descriptive examination.

BBA 5B 10—HUMAN RESOURCE PLANNING AND DEVELOPMENT (HUMAN
RESOURCE MANAGEMENT SPECIALIZATION—I)

(Multiple Choice Questions for SDE Candidates)

1. A process that is used for identifying and developing internal people with the potential to fill key business leadership positions in the company is called :
 - (A) Highly talented personnel creation.
 - (B) Investing in human resources.
 - (C) Succession planning.
 - (D) None of the above.
2. Job Specification and Job Description are the components of :
 - (A) Job Search.
 - (B) Job Design.
 - (C) Job skill.
 - (D) Job Analysis.
3. _____ is the process of increasing the scope of the job by adding two or more jobs into a single one.
 - (A) Attrition.
 - (B) Job enlargement.
 - (C) Job enrichment.
 - (D) Selection.
4. Human Resource Planning refers to the process of estimating manpower needs :
 - (A) Past.
 - (B) Current.
 - (C) Obsolete.
 - (D) Future.
5. _____ is a process by which individuals are scanned to pass on the leadership role within a company.
 - (A) Career planning.
 - (B) Manpower planning.
 - (C) Succession planning.
 - (D) None.
6. The human resource planning is done based on the :
 - (A) Market condition.
 - (B) Financial condition.
 - (C) External environment.
 - (D) Organisational Plan.
7. Which one of the following is not a part of Process of Human resource planning ?
 - (A) Analyzing existing HR.
 - (B) Implementation of HR plan.
 - (C) Recruitment.
 - (D) Analysing organisational objective.

8. _____ Accounting helps in creating goodwill for an organisation.
- (A) Valuation of goodwill. (B) Financial accounting.
(C) IPR accounting. (D) HR accounting.
9. Which method of job analysis is more suitable for the middle and top level management jobs and not for the lower level jobs ?
- (A) Position analysis questionnaire. (B) Functional job analysis.
(C) Critical incident technique. (D) Diary method.
10. Quality Circle is a part of _____ ?
- (A) TQM. (B) HRIS.
(C) SHRM. (D) None of them.
11. When the management conducts QWL programs in association with the union, it :
- (A) Leads to effective negotiations that enable designing contracts that satisfy both the parties.
(B) Improves the efficiency of the management and strengthens employee organizations.
(C) Encourages participative management and involves employees in decision making.
(D) All of the above.
12. As an auditor, the HR professional :
- (A) Ensures that all managers of the organization perform their respective roles.
(B) Conducts training and development activities.
(C) Solve employee grievances.
(D) Provides support to other departments in conducting appraisals.
13. Human Resource Management aims to maximize employees as well as organizational :
- (A) Effectiveness. (B) Economy.
(C) Efficiency. (D) Planning.
14. _____ is a process of identifying and developing new leaders to replace old leaders when they leave or retire.
- (A) Leadership planning. (B) Succession Deed.
(C) Succession Planning. (D) Career Planning.

Turn over

15. When the cost incurred on recruiting, training and developing the employees is considered for determining the value of employees, it is called :
- (A) The replacement cost approach. (B) The historical cost approach.
(C) The opportunity cost approach. (D) None of the above.
16. Brumetand Pyle developed _____ approach of Human Resource Accounting.
- (A) Historical Cost Approach.
(B) Present value of future earnings method.
(C) Present value of future services method.
(D) Value added.
17. The process which consists how and what positions are to be filled is called _____.
- (A) Employment planning. (B) Human resource planning.
(C) Succession planning. (D) All of the above.
18. What techniques are used while analysing the internal supply ?
- (A) Inflows and outflows.
(B) Turnover rate.
(C) Conditions of work and absenteeism.
(D) All of the above.
19. In career development focus, the information about individual interest and performance is a part of _____.
- (A) Training and Development. (B) Performance Appraisal.
(C) Recruiting and Placement. (D) Human resource planning.
20. Cost of quality is given by costs of :
- (A) Prevention + appraisal + internal failure + external failure.
(B) Prevention + appraisal.
(C) Internal failure + external failure.
(D) Appraisal + internal failure.