



MID-WEST UNIVERSITY
SCHOOL OF MANAGEMENT (MUSOM)
(An Autonomous Institution)
MUSOM EXAMINATION SECTION
FINAL EXAMINATION-2023 (2080)
BACHELOR OF BUSINESS ADMINISTRATION (BBA)
SEMESTER – III

Subject: Human Resource Management
Full Marks: 100

Course Code: MGT 431
Time: 3 Hrs.

You are required to answer in your own words as far as applicable. The figures in the margin indicate full marks.

SECTION B: SHORT ANSWER QUESTIONS (8×5 = 40 MARKS)

Answer any eight questions:

1. Describe briefly any four objectives of human resource management with examples. [5]
2. Briefly discuss the importance of human resource planning in modern organizations. [5]
3. Contrast between job description and job specification. How is information on job descriptions and specifications useful in the recruitment and selection process? [2+3]
4. Write down the external sources of recruitment with merits and demerits. [5]
5. How can the effectiveness of training and development programs be evaluated? [5]
6. Explain the concept and importance of career development. [5]
7. State the various types of rewards managers practice to boost employee performance with examples. [5]
8. Describe briefly the various factors affecting compensation. [5]
9. Define a trade union. Why do employees join unions? [2+3]
10. Write short notes on Any Two: [2×2.5=5]
 - a. Employee Placement
 - b. Talent management
 - c. Stress and burnout

SECTION C: LONG ANSWER QUESTIONS (3×10 = 30 MARKS)

Answer any three questions:

11. Explain the major functions of human resource management with examples. Describe the major challenges faced by human resource managers of Nepalese organizations. [5+5]
12. Define employee selection. Discuss the major steps of the selection process and identify any four factors affecting the selection decision. [3+5+2]
13. Describe the ways of determining training needs and the various methods available to fill the skill gap of employees. [4+6]
14. Why has performance appraisal taken on increased significance in recent years? [10]
15. Define collective bargaining. Identify the major steps in the collective bargaining process. Explain briefly how collective bargaining is useful for resolving disputes in the organization. [4+2+4]

SECTION D: CASE STUDY (15 MARKS)

16. Read the following case and answer the questions that follow.

One of the problems that had long concerned the top managers of the Hulas Motors Division was the lack of workers' interest in doing their jobs on both the components (parts) and the final jeep assembly lines, with the result that quality had to be ensured by the inspection department.