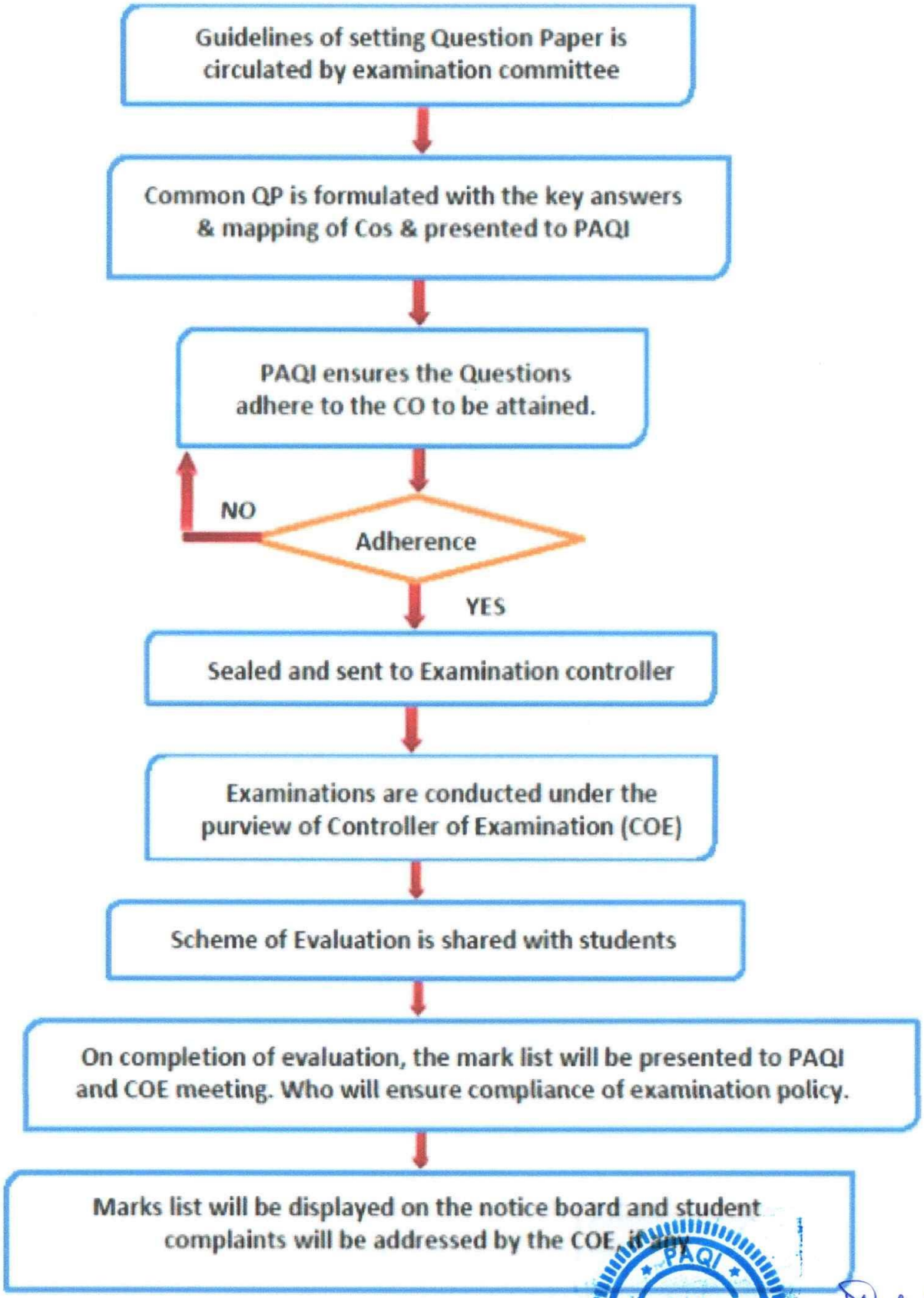
FLOW CHART

principal@acharyabbs.ac.in

Quality of continous assessment and evaluation process



PAQI
ACHARYA BENGALORE B-SCHOOL

Director
Acharya's Bangalore B-School
Lingadeeranahalli, Magadi Road
Bangalore

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 1st ,3rd& 5th Sem UG Students starting from 20th January, 2021 till 23rd 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 1st session and 01.00 -2.30PM 2nd 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

ACHARYA BANGALORE B-SCHOOL * BENGALURU-91 *

Principal
Acharya Bangalore B-school
Andrahalli Main Road, off Magadi Road,
Bengaluru-560091

ACHARYA BANGALORE B SCHOOL

UG- 1st INTERNAL TEST JAN 2021

I SEM						III SEM						V SEM					
BBA	BAV	B.COM	B.COM (L&SCM)	B.SC	BCA	BBA	BAV	B.COM	B.SC	BCA	BA	BBA	BAV	B.COM	B.SC	BCA	BA
N ENG	GEN ENG	GEN ENG	GEN ENG	GEN ENG	GEN ENG	SOFT SKILLS FOR BUSINESS	BUSINESS COMMUNCIATION	Gen Eng	Gen Eng	GEN ENG	GEN ENG	MANAGEMENT ACCOUNTING	ALARR	IFRS	BTT- 501 Genetic Engineering and Enviornmental Biotechnology	DCN	JOURNALISM-REPORTING
RPRISE AGEMEN T	INTRODUCTION TO AIRLINE INDUSTRY	FUNDAMENTALS OF MANAGEMENT AND LIFE SKILLS	MARKETING AND SERVICES MANAGEMENT			CORPORATE ENVIRONMENT	MIS	PRCC				COMPUTER APPLICATIONS IN BUSINESS	Market Research	Entrepreneurship Development	BTT-502 Immunology and Animal Biotechnology	Software Engineering	JOURNALISM-EDITING
SINESS HEMATI S AND GICAL SONING	MATHEMATICS AND LOGICAL REASONING	BUSINESS MATHEMATICS	FINANCIAL ACCOUNTING	Bio-Technology	problems Solving Techniques using C	HUMAN RESOURCE MANAGEMENT	Income Tax	Financial Management	Bio-Technology	OOPS using C++	JOURNALISM	INVESTMENT MANAGEMENT	ATSS	Costing Methods	GNT 501: Recombinant DNA Technology/MBT 501: Agricultural Biotechnology and	Micro-Processor and Assembly Language Program	HISTORY-MODERN INDIA
						BUSINESS ETHICS	Marketing Management	Business Ethics				ENTREPRENEURIAL MANAGEMENT		GST	BC V		HISTORY - EUROPE
UNTING FOR SINESS	PRINCIPLES OF ACCOUNTING	FINANCIAL ACCOUNTING	INDIAN FINANCIAL SYSTEM	Bio-Chemistry	Digital Electronics	CORPORATE ACCOUNTING	ATTI	Corporate Accounting	Bio-Chemistry	Accounting and Financial Management	TOURISM	AFM/CB	AF&I	Income Tax	BC-VI	Computer Architecture	TOURISM POLICY
							Retail Management										
PORATE TLATION S	AIRPORT AND AIRLINE MANAGEMENT	BUSINESS ORGANISATION AND MARKET DYNAMICS	INTRODUCTION TO LOGISTICS AND SUPPLY CHAIN MANAGEMENT	Microbiology/Genetics	Discrete Mathematics	BUSINESS REGULATIONS	PMM	QABD-II	Microbiology/Genetics	Operating System		FMS/ADMM	ATC	Advanced Accounting	MBT 502: Food and Diary Microbiology/GNT 502: Basic Human Genetics	Java Programming	TOURISM IN INDIA
						ADE/Kan/Hin		ADE/Kan/Hin	ADE/Kan/Hin	ADE/Kan/Hin	ADE/Kan/Hin						

QUESTION PAPER WITH KEY AND CO'S MAPPING

principal@acharyabbs.ac.in

Acharya Bangalore B School

2nd 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 x3 = 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.

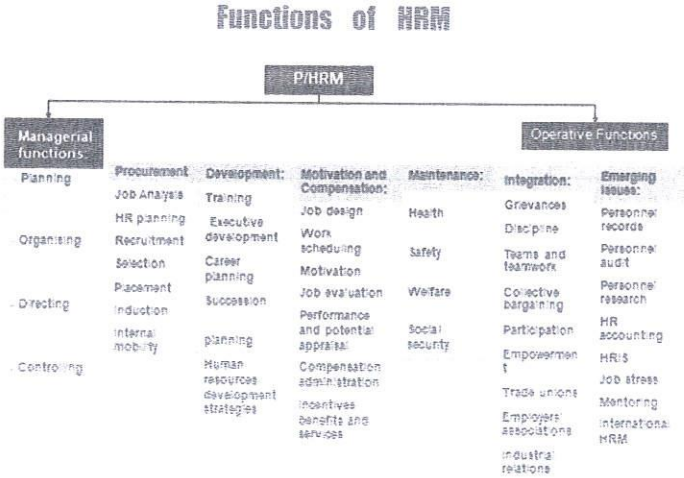
Semester – 2
Internal Test – 1
Sub : Human Capital Management

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 :



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

Dimension	HRM	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 & 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	Emerging HR practice
❖ People as expenses & Administrative role	❖ Strategic role
❖ Reactive	❖ Proactive
❖ Separate, isolated from company mission	❖ Key part of organisational mission
❖ Production focus	❖ Service focus
❖ Functional organisation	❖ Process-based organisation
❖ Individuals encouraged, singled out for praise, rewards	❖ Cross-functional Teams, teamwork most important
	❖ People 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