

**APPEARANCE OF MOBILE PHONE(S) / SMART DEVICE(S) SUBJECT TO CONSIDERED AS AN
ACT OF CHEATING**

College Name: _____

Student Name: _____ Seat No: _____

Copy No: _____

**KARACHI UNIVERSITY BUSINESS SCHOOL
UNIVERSITY OF KARACHI
FINAL EXAMINATION JUNE 2015; AFFILIATED COLLEGES
HUMAN RESOURCE MANAGEMENT; BA (M)-552 (PART B)
MBA – II**

Date: June 27, 2015

**Max Time: 60 Mins
Max Marks: 20**

INSTRUCTIONS:

- 1. Attempt ALL questions. Do not write anything on the question paper.**
- 2. Give brief answers to the following questions. Answers more than 03 lines will not be considered for checking / marking.**
- 3. Mobile phones or any other communicating device will not be allowed in the examination room. Students will have to remove the batteries of these devices before entering the examination hall.**

- Q1. Simulation is an off-the-job training. Explain it and give at least two examples where it can be best used?
- Q2. Why is Job Analysis considered as one of the most important function of Human Resource?
- Q3. How does societal element impact job designing?
- Q4. Why do you think internal recruitment can be more economical than external recruitment?
- Q5. How is job rotation used for training?
- Q6. How may 'Exit Interview' be an advantage for an organization?
- Q7. How does performance standard serve as a benchmark for performance appraisal?
- Q8. How may economical shifts impact future demand of Human Resource?
- Q9. How can ergonomics influence optimal productivity?
- Q10. Today EEO has become an emerging challenge for HR Department. Explain how?
- Q11. What benefit is drawn from 'Application Blank'?
- Q12. What may be the reason for giving a blind ad. ?
- Q13. Why is a majority of organization today preferring to outsource trainers?
- Q14. For what type of hiring do you think structured interview would be more feasible?
- Q15. How does a diversified workforce test HR capabilities?
- Q16. Explain the use of 'Replacement Chart'.
- Q17. What is the function of Incentive Matrix Summary?
- Q18. How is a job priced?
- Q19. Differentiate between Task identity and task significance.
- Q20. If a surplus of employees is projected, how may attrition help HR managers in controlling it?

END OF SUBJECTIVE PAPER