INDIAN INSTITUTE OF MANAGEMENT & COMMERCE
DEGREE & P.G COLLEGE, An Autonomous College w.e.f 2025-2026
Sponsored by VASAVI FOUNDATION & Affiliated to OSMANIA UNIVERSITY
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BBA III SEMESTER
FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT
Question Bank

Unit 1

Short Answer Questions

1. State the nature of HRM
2. scope of HRM
3. HRM environment
4. Who is an HR Manager?
5. ethics in HRM

Long Answer Questions

1. Define Human Resource Management and explain its nature, scope and objectives
2. Explain the various functions of Human Resource Management
3. Explain the internal and external environmental factors influencing Human Resource Management
4. Discuss the various roles and competencies required for an effective HR Manager
5. Explain the concept of Diversity, Equity and Inclusion (DEI) and discuss its importance.

Unit II

Short Answer Questions

1. objectives of Human Resource Planning
2. talent forecasting
3. Define Job Analysis
4. Job Enlargement
5. Hybrid Work Practices

Long Answer Questions

1. Define Human Resource Planning and explain its objectives, importance and factors affecting HRP
2. Discuss the concept, importance and practices of Flexible Work Design and Hybrid Work Practices
3. Explain Job Enrichment, Job Rotation and Job Enlargement and discuss their advantages and limitations.
4. Explain the concept and importance of Workforce Planning and Talent Forecasting in modern organisations

Unit III

Short Answer Questions

1. Define Recruitment
2. What is Employer Branding?
3. Define Gig Workforce
4. Define Moonlighting
5. Define E-Recruitment
6. Define Selection
7. What is Background Verification?
8. role of AI in the Selection Process?
9. What is Placement?
10. What are Selection Tests?

Long Answer Questions

1. Explain the various Selection Tests used by organisations
2. Discuss the major barriers to effective Selection
3. Define Recruitment and explain its objectives, importance and various sources of Recruitment
4. Explain E-Recruitment and Social Media Recruitment. Discuss their advantages, limitations and applications in modern organisations.
5. Discuss the role of Artificial Intelligence and Applicant Tracking Systems (ATS) in modern Recruitment

Unit IV

Short Answer Questions

1. Define Employee Orientation.
2. Define Employee Induction.
3. Define Training.
4. What is Blended Learning?
5. What is Kirkpatrick's Model?
6. Learning and Development
7. Differentiate between Reskilling and Upskilling
8. Define Leadership Development

Long Answer Questions

1. Define Employee Orientation and explain its objectives, importance
2. Define Training and Development and explain their importance, objectives and benefits to employees and organisations.
3. Explain the different methods and techniques of Training
4. Explain the different methods and techniques of Training
5. Explain Kirkpatrick's Four-Level Model for evaluating Training Effectiveness

Unit V

Short Answer Questions

1. Define Performance Appraisal.
2. What is a Balanced Scorecard?
3. Compensation Management.

4. Flexible Benefits.
5. Employee Welfare Measures
6. Wage and Salary Administration.
7. Define Pay Equity
8. Define Behaviourally Anchored Rating Scale (BARS)

Long Answer Questions

1. Define Performance Appraisal and explain its objectives, importance and process in detail
2. Explain the concept, process, advantages and limitations of 360-Degree Feedback.
3. Explain Key Performance Indicators (KPIs) and discuss their role in measuring employee and organisational performance.
4. Explain the concept and principles of Wage and Salary Administration and discuss the factors affecting wage and salary determination.
5. Discuss the concept of Pay Equity and explain its importance in ensuring fairness and equality in compensation
6. Define Compensation Management and explain its objectives, importance and components.
7. Define Rewards and Recognition and explain their importance in motivating employees and improving organisational performance