

International Islamic University Chittagong
Department of Business Administration
Program: BBA
Mid-term Exam (Continuous Assessment)
Semester: Spring- 2022
Course Title: Human Resource Management
(Course Code: HRM-4701)

Time: 1 hour and 30 minutes

Full Marks: 30

N. B. Answer any three questions from the following questions. Figures in the right margin indicate full marks

1. (a) Briefly explain the functions of HR manager. Being a HR manager today is challenging and requires playing some roles. What are those roles? 5
(b) Discuss the influence of globalization, trends in the nature of the work upon human resource management. What do you mean evidence-based human resource management? 5
2. (a) Define the concept of job analysis with its products. By using imaginary information write a job description of any post. 5
(b) What is competency-based job analysis? Contrast between traditional job analysis and competency-based job analysis. 5
3. (a) Briefly explain the internal and external sources of recruitment with pros and cons. Describe personnel replacement charts as a way of forecasting the supply of inside candidates. 5
(b) Describe the recruitment and selection process as a series of hurdles through which a candidate is transformed into an employee. 5
4. (a) How would you go about validating a test? Why is careful selection important? 5
(b) Some employment tests are used to make proper judgement about a candidate-What are those tests? Discuss each of them in brief. 5