

International Islamic University Chittagong
Department of Business Administration
Mid-term Examination: Spring– 2022
Course Title: *HR Management Practices in Bangladesh*
Course Code: HRM-4803

Time: 1.5 hours

Marks: 30

[Answer any **Three** of the following questions. All questions are of equal marks. Answer to the point. All parts of the same questions must be answered serially]

1. a. What is the relationship between vision of organization, job description (JD), and job specification (JS) ? Do you think that both JD and JS are being prepared by most of the business organizations in Bangladesh? Why or why not? 5
b. Why do Bangladeshi companies decline after the founder's demise? 5
2. a. What is HR audit? Why are the reasons of conducting HR audit? Do you think that HR audit is an issue in Bangladesh? Why? 5
b. What is recruitment? What are the common problems of recruitment in Bangladesh? Does recruitment matter in HRM? Explain 5
3. What is learning organization? What are the features of learning organization? Discuss the role of HRM in creating a learning organization. Discuss the constraints to the way of creating learning organization. 10
4. Write short notes (2*5) 10
Liking pin organizational structure, Emotional intelligence, Job posting, whistle blowing, Recruiting yield pyramid