

Daffodil International University
Faculty of Business and Entrepreneurship
Department of Business Administration
Program: BBA

Semester: Summer 2025

Time: 2 hours

Course Code: 0413-225

Section: 66 (A, B, C, D, E)

Examination: Final

Full Marks: 40

Course title: **Human Resource Management**

Teacher's Name: **DKRT, AR, DMMI, Samir, DMMI**

[NB: All questions of this part carry equal marks. Answer all of the following questions, Practical and appropriate examples will carry extra marks.] **Marks- 5×8 = 40**

1. Imagine, a newly appointed HR manager at a mid-sized manufacturing company in Bangladesh is tasked with reviewing the organization's HR policies. How can the manager understand and explain the leave entitlements (benefits) and Occupational health and safety standards outlined in the Bangladesh Labor Act, 2006, to ensure the company complies with legal requirements and maintains employee satisfaction? **CLO-1, Level-2**
2. As the HR manager of a ready-made garments (RMG) factory in Dhaka, you are facing a conflict between line supervisors and workers regarding extended working hours and insufficient break times. How would you apply conflict management strategies (*methods to deal*) – to effectively address the issue, ensure compliance with the Bangladesh Labor Act, and promote a harmonious work environment? **CLO-2, Level-3**
3. As the HR manager in a Bangladeshi steel manufacturing company, apply your knowledge of the factors affecting compensation to design a fair and competitive salary structure for steel manufacturing workers. **CLO-2, Level-3**
4. Compare and evaluate the effectiveness of the following training methods — Programmed Instruction (PI), Web 2.0 learning, Cross Training and Role-Playing — by classifying each as either On-the-Job or Off-the-Job training, and support your answer with suitable examples. **CLO-3, Level-5**
5. Suppose, you have recently been appointed as the HR manager of a mid-sized tech company in Bangladesh that is struggling with inconsistent employee performance and lack of proper appraisal methods. The company is considering implementing Management by Objectives (MBO), 360-degree feedback, Paired comparison method and Behaviorally Anchored Rating Scales (BARS) to improve its performance management system. Critically evaluate the effectiveness of each method in this scenario. Discuss their advantages and disadvantages in managing employee performance. **CLO-3, Level-5**