

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

Semester: Spring 2025

Time: 2 hours

Course Code: 0413-225

Section: 65 (A, B, C, D, E, F, G, H)

Examination: Final

Full Marks: 40

Course title: Human Resource Management

Teacher's Name: DKRT, AR, NAM, JH, SAF

[NB: All questions of this part carry equal marks. Answer all of the following questions,

Practical and appropriate examples will carry extra marks.]

Marks- 4×10= 40

1. Outline the key individuals or groups responsible for appraising an employee within an organizational setting. Explain each type of appraiser with an example to show how it helps give a well-rounded view of the employee's performance. **CLO-1, Level-2**
2. A newly appointed HR manager at a local company in Bangladesh is reviewing the organization's HR practices to ensure compliance with the Bangladesh Labor Act, 2006. As part of this process, the manager is responsible for applying appropriate leave policies and addressing workplace hazards. How would you ensure that labor policies related to leave entitlements and workplace safety are effectively applied to promote legal compliance and employee satisfaction? **CLO-2, Level-2**
3. Compare the following training methods into on-the-job and off-the-job approaches commonly used in the industry. Use the table below to assess each method. Fill in the blanks for purpose, duration, delivery method, and an example from a specific industry. **CLO-3, Level-4**

Training Method	Type (On-the-Job / Off-the-Job)	Purpose	Duration	Delivery Method	Example (Industry-specific)
Apprenticeship Training					
Video Conferencing					
Cross Training					
Case Study					
Role-playing					

4. In a manufacturing factory, workers have been voicing concerns about their working hours and safety conditions, leading to increased tensions between management and labor unions. Analyze the different conflict handling methods that could be applied in this situation, and explain how the negotiation process can be used to address these issues while ensuring a fair resolution for both parties. **CLO-3, Level-5**