

Registration No.:

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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA203

2nd Semester Back Examination: 2024-25
SUBJECT: Human Resources Management
BRANCH(S): FM, FM&HRM, GM, HRM, IB, MBA, MM, RM
Time: 3 Hours
Max Marks: 100
Q.Code: S347

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 x 10)

- Outline the competencies to be possessed by lower-level managers.
- What are the causes of wage differential?
- Define job evaluation.
- Distinguish between HRM and HRD.
- What do you understand by career stages?
- Explain the concept of performance appraisal.
- What is OCB?
- Explain the term TNA.
- What do you mean by strategic HRM?
- Mention any two methods of performance appraisal.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Distinguish between job description and job specification.
- Explain the types of biases in performance appraisal.
- Explain John T. Dunlop's Theory of Industrial Relations.
- Describe the concepts of PCN, HCN, and TCN.
- Explain the process and functions of HRM.
- Discuss various theories of wages with examples.
- Discuss employee engagement and its impact on organizational performance.
- Define selection and outline the process involved in selecting candidates.
- Discuss the process and importance of evaluating training effectiveness.
- Explain the importance of tests and interviews in the selection process.
- Describe the structure and functions of trade unions.
- Explain the concepts of promotion, transfer, and separation in HRM.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** How do job analysis, job description, and job specification contribute to effective human resource planning and recruitment? **(16)**
- Q4** Evaluate the importance of a fair and systematic compensation structure in retaining talent. **(16)**
- Q5** Compare and contrast traditional vs. modern methods of performance appraisal. **(16)**
- Q6** Discuss the current trends and emerging challenges in Industrial Relations in India. **(16)**