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Total Number of Pages: 02

Course: MBA
Sub_Code: MBPC1006

2nd Semester Regular Examination: 2024-25

SUBJECT: Human Resources Management

BRANCH(S): BA, FM, FM&HRM, GM, HCHM, HRM, IB, LSCM, MBA, MBA (A & M), MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S348

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)

- What is the meaning and process of Human Resource Planning (HRP)?
- Explain the concept of Job analysis and Job specification.
- Discuss the concept of wage differentials and wage law in India.
- What are the different stages of career development?
- Explain the concept of talent management.
- What is the meaning and objective of performance appraisal?
- Describe the different methods of job evaluation.
- What do you mean by Career Planning?
- Write any two differences between on-the-job and off-the-job training.
- Why talent management is required in every organization?

Part-II

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

- Discuss the evolution of Human Resource Management (HRM) and its role in the organization.
- Explain the process of recruitment, including the meaning, sources, and yield ratio.
- Describe the concept of potential appraisal and the biases in performance appraisal.
- Discuss the concept of compensation, including the types of wages and theories.
- Explain the role and relevance of training in the manufacturing sector company.
- Discuss the concept of promotion, transfer, and separation, and their impact on employee engagement.
- Explain the concept of competency mapping and its importance in talent management.
- Discuss the role of HR in strategic planning and decision-making in an organization.
- Analyze the different tools and techniques for managing human resources in an organization.

- j) Explain the concept of organization citizenship behavior and its impact on HR.
- k) Discuss the process of career planning and the different stages of career development.
- l) Describe the methods of evaluating the effectiveness of training programs.

Part-III

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

(16 x 2)

- Q3** Critically analyze the evolution of HRM and its strategic role in the organization. Discuss the different functions and processes of HRM **(16)**
- Q4** Explain the concept of performance appraisal in detail, including the meaning, objective, process, and methods. Discuss the different types of compensation and their impact on employee motivation. **(16)**
- Q5** Discuss the concept of career development and the different stages of career planning. Analyze the role of HR in training and development, including the on-the-job and off-the-job training methods. **(16)**
- Q6** Integrate the knowledge of HR concepts to plan and design human resource intervention and strategies for an organization. Discuss the challenges and best practices in managing human resources in an organizational context. **(16)**