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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA (Integrated)

SEM: IV - THEORY EXAMINATION (2024 - 2025)

Subject: Human Resource Management

Time: 2.5 Hours

Max. Marks: 60

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

15

1. Attempt all parts:-

- 1-a. Approach emphasizes treating employees as valuable assets and focuses on employee development, engagement, and empowerment. (CO1, K2) 1
- (a) Scientific Management
- (b) Personnel Management
- (c) Human Relations
- (d) Total Quality Management
- 1-b. Which of the following method is the external recruitment method? (CO2, K2) 1
- (a) Campus Recruitment
- (b) Transfer
- (c) Promotion
- (d) Demotion
- 1-c. A potential advantage of centralizing the training function is (CO3, K2) 1
- (a) Control and economies of scale
- (b) Customization and ownership
- (c) Local budget control
- (d) None of the above
- 1-d. _____ concept is not included in the system of Performance Appraisal. (CO4, K1) 1
- (a) Compensation

(b) Communication	
(c) Selection	
(d) Motivation	
1-e. HR Audit consists of (CO5, K2)	1
(a) Planning	
(b) Reporting	
(c) Follow-up Procedures	
(d) All of the above	
2. Attempt all parts:-	
2.a. Discuss role of HRM in strategic planning in an organization. (CO1, K2)	2
2.b. Define the term job analysis. (CO2, K2)	2
2.c. Define On-the-job training. (CO3, K2)	2
2.d. Explain indirect compensation. (CO4, K2)	2
2.e. State the objectives of SHRM. (CO5, K2)	2
SECTION-B	15
3. Answer any <u>three</u> of the following:-	
3-a. Define Human Resource Management (HRM). Explain the importance of HRM at Enterprise and society level. (CO1, K2)	5
3-b. You are working as a HR Manager in an organization. Five Sales managers have joined your organization. Design an Induction program for the same. (CO2, K6)	5
3.c. Discuss the different methods of employee development in detail. (CO3, K3)	5
3.d. Critically evaluate the different traditional methods of performance appraisal system. (CO4, K4)	5
3.e. Explain few organizational policies and practices which support employees in achieving work-life balance. (CO5, K3)	5
SECTION-C	30
4. Answer any <u>one</u> of the following:-	
4-a. "The functions of HRM revolves around recruitment to retirement of the employees". Elaborate the statement and explain the functions of Human resource Management in detail. (CO1, K4)	6
4-b. Write in short about the evolution of HRM. Differentiate between the roles of a HR manager from the role of a conventional personnel manger. (CO1, K4)	6
5. Answer any <u>one</u> of the following:-	
5-a. Explain the concept of Human Resource Planning (HRP). Discuss the steps of HRP in details. (CO2, K2)	6
5-b. Explain the process of selection with the example of any one organization. (CO2, K4)	6
6. Answer any <u>one</u> of the following:-	

- 6-a. Explain the steps that can be taken to measure the return on investment (ROI) of training initiatives. Discuss different training evaluation strategies. (CO3, K4) 6
- 6-b. Differentiate between Training and Development. Explain the process of training in detail. (CO3, K4) 6
7. Answer any one of the following:-
- 7-a. Differentiate between Performance Appraisal and Potential Appraisal systems. Explain the process of Performance Appraisal in detail. (CO4, K4) 6
- 7-b. Define Compensation Management. Explain the advantages of having a sound compensation system for an organization. Explain few external factors which effects compensation decisions of any company. (CO4, K2) 6
8. Answer any one of the following:-
- 8-a. Explain the concept of Green HRM. Discuss the objectives along with challenges in front of Green HRM in today's scenario. (CO5, K4) 6
- 8-b. Discuss the concept of work force diversity. What are the benefits of having diverse work force? Explain the strategies to handle work force diversity in an effective way. (CO5, K4) 6

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