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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: II - THEORY EXAMINATION (2024 - 2025)

Subject: Human Capital Management

Time: 3 Hours

Max. Marks: 100

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

20

1. Attempt all parts:-

- | | | |
|------|--|---|
| 1-a. | Which type of social capital refers to connections within a homogeneous group? (CO1, K1) | 1 |
| | (a) Bridging social capital | |
| | (b) Bonding social capital | |
| | (c) Linking social capital | |
| | (d) Relational social capital | |
| 1-b. | HCM uses ____ to meet the core needs of HR. (CO1, K1) | 1 |
| | (a) Theory | |
| | (b) Competitive advantage | |
| | (c) Software | |
| | (d) None of the above | |
| 1-c. | Which of the following is best described in HRP? (CO2, K2) | 1 |
| | (a) Ensuring that employees are properly trained | |
| | (b) Implementation of new benefit schemes for employees | |
| | (c) Assessing human resource requirements of an organisation | |
| | (d) None of the above | |
| 1-d. | The personal qualities and traits required for job are stated in _____. (CO2,K1) | 1 |
| | (a) Job Description | |
| | (b) Job Analysis | |

- (c) Job Specification
- (d) Job Design
- 1-e. Which of the following are the decisions to be made while devising the strategies to hire? (CO3,K2) 1
 - (a) Geographic distribution of labour markets comprising job seekers
 - (b) Make or buy employees
 - (c) Sequencing the activities in the recruitment process
 - (d) All of the above
- 1-f. In _____ method of recruitment, a notice is put on the notice board of an enterprise specifying job details of vacant post. (CO3,K1) 1
 - (a) Recruitment at notice board
 - (b) Recruitment at web portal
 - (c) Recruitment at factory gate
 - (d) Recruitment by referral
- 1-g. Development provides _____ and _____, which will be helpful to employees in higher positions. (CO4, K1) 1
 - (a) specific knowledge, behavior
 - (b) general knowledge and attitude
 - (c) general knowledge and specific skills
 - (d) specific skills, attitude
- 1-h. The following is not a on-the-job training method (CO4, K1) 1
 - (a) Understudy
 - (b) Job rotation
 - (c) Case study method
 - (d) MBO
- 1-i. The reason of Employee wellbeing a focus area in modern HCM is (CO5, K2) 1
 - (a) Directly impacts productivity and retention
 - (b) Reduces company expenses
 - (c) Limits employee benefits
 - (d) Simplifies HR processes
- 1-j. The remuneration system needs to meet the following type(s) of equity: (CO5, K1) 1
 - (a) Internal
 - (b) External
 - (c) Individual
 - (d) All of the above

2. Attempt all parts:-

- 2.a. Enlist the elements of social capital. (CO1, K2) 2
- 2.b. Explain meaning of Demand forecasting in Human Resource Planning. (CO2, K2) 2

- | | | |
|------|--|---|
| 2.c. | Explain the external recruitment strategies. (CO3, K2) | 2 |
| 2.d. | State the characteristic of an effective appraisal system. (CO4, K2) | 2 |
| 2.e. | State two objectives of collective bargaining. (CO5, K2) | 2 |

SECTION-B

30

3. Answer any five of the following:-

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|------|--|---|
| 3-a. | Define Human-Capital Advantage. Differentiate between Social and Human capital in short. (CO1, K4) | 6 |
| 3-b. | Explain and analyze the Resource-Based Strategy in the context of HCM. (CO1, K4) | 6 |
| 3-c. | Differentiate between Job Description and Job Specification. Explain the components of Job description in short. (CO2, K4) | 6 |
| 3-d. | Describe the importance of Human Resource Planning in detail. (CO2, K2) | 6 |
| 3.e. | Differentiate between recruitment and selection in detail. (CO3, K4) | 6 |
| 3.f. | Explain the role of mentoring and coaching in increasing the productivity and effectiveness of an organization. (CO4, K2) | 6 |
| 3.g. | Merit pay is linked with competitive strategy. Do you agree? Justify your answer. (CO5, K4) | 6 |

SECTION-C

50

4. Answer any one of the following:-

- | | | |
|------|--|----|
| 4-a. | Define Employee Value Proposition. Discuss the various functions of Human Resource management in detail. (CO1, K2) | 10 |
| 4-b. | Discuss the factors that have driven the transition from traditional HRM to HCM. Explain the benefits of adopting an HCM approach. (CO1, K2) | 10 |

5. Answer any one of the following:-

- | | | |
|------|--|----|
| 5-a. | Explain Human Resource Planning. Discuss any four HR demand and supply forecasting techniques of HRP. (CO2, K2) | 10 |
| 5-b. | Suppose you are a HR Manager of a company. Describe the process of conducting Job Analysis for the various positions in your organization. (CO2, K4) | 10 |

6. Answer any one of the following:-

- | | | |
|------|---|----|
| 6-a. | Explain the internal and external factors which effect the selection strategies of an organization. (CO3, K2) | 10 |
| 6-b. | Your organization has started a new product line. The company needs sales managers for the new division. Design a selection process for the same. (CO3, K6) | 10 |

7. Answer any one of the following:-

- | | | |
|------|--|----|
| 7-a. | Differentiate between Performance Appraisal, Potential Appraisal and Performance Management system. Discuss any two modern methods of performance appraisal. (CO4, K4) | 10 |
| 7-b. | Differentiate between Training & Development. Do you think organisations should focus on career development of employees? Justify your answer. Discuss | 10 |

any two off-the-job training methods. (CO4, K4)

8. Answer any one of the following:-

- | | | |
|------|---|----|
| 8-a. | Define Work life balance. Explain few strategies of work life balance for increasing the employee engagement and productivity in an organization. (CO5, K2) | 10 |
| 8-b. | Define Compensation. Explain the various components of compensation in detail. (CO5, K2) | 10 |

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