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**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, NIET BUSINESS SCHOOL  
GREATER NOIDA**

**(An Autonomous Institute Affiliated to AKTU, Lucknow)**

**Global PGDM**

**TRIMESTER: III - THEORY EXAMINATION (2024 - 2025) (COP)**

**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. .... is needed for Human Resource Planning. (CO1) 1

- (a) For undergoing an effective employee development program
- (b) To represent a base for recruitment
- (c) To represent a base for selection policy
- (d) All of the above

1-b. HRIS stand for: (CO2) 1

- (a) Human Resource Inventory System
- (b) Human Resource Information System
- (c) Human Resource Investment System
- (d) Human Resource Integration System

1-c. \_\_\_\_\_ refers to the learning opportunities designed to help employees grow. (CO3) 1

- (a) Training
- (b) Development
- (c) Education
- (d) All of the above

1-d. Eustress is also known as (CO4) 1

- (a) Positive Stress

(b) Beneficial Stress	
(c) Both A and B	
(d) Distress	
1-e. The negative discipline approach is also known as (CO5)	1
(a) Bad	
(b) Cruel	
(c) Punitive	
(d) Pessimistic	
2. Attempt all parts:-	
2.a. Differentiate between HRM and IHRM. (CO1)	2
2.b. Explain the term job enrichment. (CO2)	2
2.c. Define knowledge management. (CO3)	2
2.d. Differentiate between salary and wages. (CO4)	2
2.e. Define collective bargaining. (CO5)	2
<b>SECTION-B</b>	15
3. Answer any <u>three</u> of the following:-	
3-a. Discuss in detail the various strategic HRM methods. (CO1)	5
3-b. Define HRP. Outline the objectives of human resource planning. (CO2)	5
3.c. Define training need analysis. Explain the steps involved in detail. (CO3)	5
3.d. Elaborate the methods of Job Evaluation. (CO4)	5
3.e. Discuss the issues of Employee Relations. (CO5)	5
<b>SECTION-C</b>	30
4. Answer any <u>one</u> of the following:-	
4-a. Suppose according to manpower planning assessment it was found that ABC organization was overstaffed. Give suggestions on any strategic HR practice that can be implemented on the same. (CO1)	6
4-b. Suppose there has been a strike in an automobile organization. Discuss the strategic methods that can be taken to control this situation. (CO1)	6
5. Answer any <u>one</u> of the following:-	
5-a. Your company is expanding internationally, and you need to recruit candidates from different cultural backgrounds. Mention the steps you would adopt in the recruitment and selection process to accommodate cultural differences and ensure a smooth transition for new hires. (CO2)	6
5-b. You are starting a new manufacturing company. Explain the phases would you go through to select your employees. (CO2)	6
6. Answer any <u>one</u> of the following:-	
6-a. Discuss the best practices for integrating diversity, equity, and inclusion (DEI) principles into training programs of the organizations in the present day. (CO3)	6

- 6-b. You are training someone to use a new HR software package in medium sized firm. Discuss the training methods would you use with appropriate reasons. (CO3) 6
7. Answer any one of the following:-
- 7-a. Intrinsic motivation is for long term and extrinsic motivation is for short term. Elucidate the statement. (CO4) 6
- 7-b. The compensation plan directly relate to employee retention in organization. Discuss your views in favor or against the above statement. (CO4) 6
8. Answer any one of the following:-
- 8-a. An employee in a financial firm has been consistently late to work, which is affecting team productivity. The company has a clear attendance policy. Describe the steps a manager should take to address this issue through a disciplinary process. (CO5) 6
- 8-b. A retail store manager must address the issue of an employee who has been caught stealing small amounts of merchandise. Evaluate the ethical considerations and the appropriate disciplinary actions the manager should take. (CO5) 6

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