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**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA**  
(An Autonomous Institute Affiliated to AKTU, Lucknow)

**B.Tech**

**SEM: VII - THEORY EXAMINATION (2025- 2026)**

**Subject: Human Resource Management**

**Time: 2 Hours**

**Max. Marks: 50**

**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. Following are the characteristics of HRM except: (CO1,K1)

1

- (a) Pervasive function
- (b) Integrating mechanism
- (c) Job oriented
- (d) Interdisciplinary function

1-b. According to the concept, an HRIS (CO2,K2)

1

- (a) includes people, forms, policies, procedures, and data.
- (b) can not be used to manipulate and analyze data
- (c) is defined only by the software-hardware configuration it uses
- (d) All of the above

1-c. The method of training employees on real work tasks in an off-site location is referred to as (CO3,K2)

1

- (a) Induction Training
- (b) Job Instruction Training
- (c) Vestibule Training
- (d) Refresher Training

1-d. An employee trained to occupy a significant position in the organization undergoes \_\_\_\_\_ . (CO4,K2)

1

- (a) Talent Management
- (b) Replacement Planning
- (c) Succession Planning
- (d) Leadership Development

- 1-e. Workforce diversity is becoming a key agent of change in strengthening\_\_\_\_\_companies. (CO5,K2) 1
- (a) National
- (b) Local
- (c) Multinational
- (d) All of the above

2. Attempt all parts:-

- 2.a. Define HR Policy. (CO1,K1) 2
- 2.b. List any two methods used for conducting an HR Audit. (CO2,K2) 2
- 2.c. Describe the factors affecting Recruitment. (CO3,K2) 2
- 2.d. Explain the importance of HR Planning. (CO4,K2) 2
- 2.e. Define the term Strategic Management. (CO5,K1) 2

### **SECTION-B**

15

3. Attempt all parts:-

3.a. Answer any one of the following:-

- 3.a.(i) Human resource management involves all management decisions that directly affect or influence the people who work for the organisation.Discuss. (CO1,K4) 3

- 3.a.(ii) Discuss the objectives of HRM. (CO1,K1) 3

3.b. Answer any one of the following:-

- 3.b.(i) Explain various applications of HRIS. (CO2,K2) 3

- 3.b.(ii) Assume you are appointed as the Human Resource Manager. Explain how you would persuade top management about the importance of conducting an HR Audit. (CO2,K4) 3

3.c. Answer any one of the following:-

- 3.c.(i) Discuss whether the concepts of career planning and succession planning are practical in today's rapidly changing environment. (CO3,K4) 3

- 3.c.(ii) Describe the various components of Compensation . (CO3,K1) 3

3.d. Answer any one of the following:-

- 3.d.(i) "Job analysis decisions need to be future oriented and strategic".Justify. (CO4,K4) 3

- 3.d.(ii) Design a Job specification of an HR Executive profile. (CO4,K6) 3

3.e. Answer any one of the following:-

- 3.e.(i) Explain the role of HRM in Education Sector. (CO5,K2) 3

- 3.e.(ii) Examine and justify the importance of Human Resource Management (HRM) in the formulation and implementation of organizational strategies. (CO5,K4) 3

### **SECTION-C**

20

4. Answer any one of the following:-

- 4-a. Describe in detail the recent developments and transformations occurring in the field of Human Resource Management. (CO1,K2) 4

- 4-b. Describe the various essential qualities required in an effective HR manager. (CO1,K2) 4

5. Answer any one of the following:-

- 5-a. Discuss any four HR audit methods. (CO2,K1) 4
- 5-b. Explain the need of HR audit in detail. (CO2,K2) 4
6. Answer any one of the following:-
- 6-a. Describe the concept of Organizational Design and discuss any two key principles associated with it. (CO3,K2) 4
- 6-b. "Recruitment is a positive process, while selection is a negative process." Explain this statement with suitable examples. (CO3,K4) 4
7. Answer any one of the following:-
- 7-a. Describe the concept of Human Resource Planning and discuss its significance in an organization. (CO4,K2) 4
- 7-b. Describe the concept of a Job Description and illustrate it with a suitable example. (CO4,K4) 4
8. Answer any one of the following:-
- 8-a. Suppose you have been asked to create the recruitment plan for hiring employees in the education sector. Create the recruitment plan for the same. (CO5) (K3) 4
- 8-b. Discuss the role of HRM in Strategic Human Resource Management. (CO5,K2) 4