Printed Page:- Subject Co	ode:- AMBA0206
Roll. No:	
NOIDA INSTITUTE OF ENGINEERING AND TECH	INOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to A	AKTU, Lucknow)
MBA	
SEM: II - THEORY EXAMINATION	V (2021 - 2022)
Subject: Human Resource Mana	agement
Time: 3 Hours	Max. Marks: 100
General Instructions:	
1. The question paper comprises three sections, A, B, and C. You a	are expected to answer them as directed.
2. Section A - Question No- 1 is 1 marker & Question No- 2 carries	s 2 marks each.
3. Section B - Question No-3 is based on external choice carrying 6	5 marks each.
4. Section C - Questions No. 4-8 are within unit choice questions c	arrying 10 marks each.
5. 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. HRM Deals withaspect of organization	n. (CO1)
(a) Money	
(b) Method	
(c) strategy	
(d) skillls	
1-b. SHRM is the linkage between the human resource strate	egy and (CO1) 1
(a) Organizational Goal	
(b) corporate-level strategies	
(c) Organizational Policies	
(d) All of the above	
1-c. A written summary of roles, responsibilities and KSA re(CO2)	equired to perform a job is 1
(a) Job Analysis	
(b) Job Description	
(c) Job Specification	

	(d) Job Design	
1-d.	The human resource planning is done based on the (CO2)	1
	(a) Market condition	
	(b) Financial condition	
	(c) External environment	
	(d) Organisational Plan	
1-e.	is the process of introducing the new employees to the organization. (CO3)	1
	(a) Orientation	
	(b) Placement	
	(c) Training	
	(d) None of the above	
1-f.	is an act of transferring an employee to a more suitable job after they have failed to perform well in their present position. (CO3)	1
	(a) Remedial transfer	
	(b) Replacment transfer	
	(c) Versatility transfer	
	(d) None of the above	
1-g.	The concept of MBO was given by (CO4)	1
	(a) Peter F drucker	
	(b) Stephen P Robbins	
	(c) Edwin B Flippo	
	(d) Dale S Yoder	
1-h.	is an off-the-job training method. (CO4)	1
	(a) Job rotation	
	(b) Seminars	
	(c) Orientation training	
	(d) Mentoring	
1-i.	are also called 'payments by results'. (CO5)	1
	(a) Allowances	
	(b) Claims	
	(c) Incentives	

	(d) Fringe benefits	
1-j.	is paid only at the time of employees exit after serving more than five years. (CO5)	1
	(a) Perquisites	
	(b) Gratuity	
	(c) Claims	
	(d) Allowances	
2. Atter	mpt all parts:-	
2.a.	Discuss the welfare aspect of HRM. (CO1)	2
2.b.	List the components of Job Description. (CO2)	2
2.c.	Define Outsourcing in Recruitment. (CO3)	2
2.d.	Explain the 'Critical incident' technique of Performance Appraisal. (CO4)	2
2.e.	Define Fair Wages. (CO5)	2
	SECTION B 30	
3. Ansv	wer any <u>five</u> of the following:-	
3-a.	Define Strategic Human Resource Management. Explain its benefits to the organizations.	6
	(CO1)	
3-b.	Discuss the HR manager's role in the era of globalization and internationalization of market. (CO1)	6
3-c.	State the various objectives of Human resource planning. (CO2)	6
3-d.	Differentiate between Job Specification and Job Description. Frame JD and JS for any profile of your choice. (CO2)	6
3.e.	Differentiate between Internal & External Sources of Recruitment. (CO3)	6
3.f.	Discuss the various types of On the job training methods. (CO4)	6
3.g.	Discuss the components of modern Compensation structure. (CO5)	6
	SECTION C 50	
4. Ansv	wer any <u>one</u> of the following:-	
4-a.	Explain the concept of HR scorecard. Discuss the important steps in framing a score card. (CO1)	10
4-b.	"There is a paradigm shift in HRM from its evolution to recent times". Discuss the statement in the light of changing roles of HR. (CO1)	10
5. Ansv	wer any one of the following:-	

5-a.	Discuss the HR supply forecasting techniques. (CO2)	10		
5-b.	Explain the methods of collecting job data in Job Analysis. (CO2)	10		
6. Answer	any one of the following:-			
6-a.	Explain the steps in Selection process. (CO3)	10		
6-b.	Discuss the concept and types of Interviews. (CO3)	10		
7. Answer any <u>one</u> of the following:-				
7-a.	Discuss the methods of performance appraisal. (CO4)	10		
7-b.	Elaborate how the Training & Development activities in organization improves organization's effectiveness. (CO4)	10		
8. Answer	any one of the following:-			
8-a.	Write a note on "Redressal of Grievances". (CO5)	10		
8-b.	Managers of compensation and benefits play vital role in determining key aspects of	10		

8-b. Managers of compensation and benefits play vital role in determining key aspects of decisions taken during strategy creation on compensation. The key premise is that the way employees are compensated can be a source of sustainable competitive advantage. Two alternative approaches namely "best-fit"/contingent business strategy/environmental context approach and "best practices" approach are common and applied by compensation and benefits managers in their decision-making on compensation. i) Based on the above approaches, design a compensation strategy using five issues (objectives, alignment, competitiveness, employee considerations and management). ii) What business strategy does your compensation structure seem to "fit" (i.e., cost cutter, customer centered, innovator, or something else)? Why? (CO5)