NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: II - CARRY OVER THEORY EXAMINATION - JUNE , **2023**

Subject: Human Resource 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.*

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SECTION A   **20**

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1. Attempt all parts:-

1-a.   Major challenges faced by Human resource management include _____. (CO1)   1

          (a) Technological changes, workforce diversity, globalisation

          (b) Productivity, career planning

          (c) Compensation management

          (d) Downsizing and voluntary retirement scheme

1-b.   SHRM is the linkage between the human resource strategy and _____ . (CO1)   1

          (a) Organizational Goal

          (b) corporate-level strategies

          (c) Organizational Policies

          (d) All of the above

1-c.   _____ involves a collection of job related information. (CO2)   1

          (a) Job Description

          (b) Job analysis

          (c) Job designing

(d) None of the above

1-d.   Studying a firm's past employment needs over the years to predict the future is   1
known as _____. (CO2)

      (a) Trend Analysis

      (b) Ratio Analysis

      (c) Workflow Anlaysis

      (d) None of these

1-e.   In a _____ interview, questions are prepared in advance. (CO3)   1

      (a) Stress

      (b) Unstructured

      (c) Structured Interview

      (d) none of the above

1-f.   _____ is a negative process wherein candidate count decreases at each stage.   1
(CO3)

      (a) Recruitment

      (b) Selection

      (c) Training

      (d) None of the above

1-g.   _____ tries to improve a particular skill relating to a job. (CO4)   1

      (a) Training

      (b) Development

      (c) Learning

      (d) motivation

1-h.   Evaluation based on some key incidences is called _____. (CO4)   1

      (a) Checklist

      (b) MBO

      (c) Log method

      (d) Critical Incident method

1-i.   ___are also called 'payments by results'. (CO5)   1

      (a) Allowances

      (b) Claims

      (c) Incentives

      (d) Fringe benefits

1-j.   In ____ method, grievances are ascertained at the time of employees quitting the organization.(CO5)   1

        (a) The exit interview method

        (b) The gripe-box system

        (c) The open-door policy

        (d) Opinion surveys

2. Attempt all parts:-

2.a.   State the differences between HRM and Personnel Management. (CO1)   2

2.b.   List the components of Job Specification. (CO2)   2

2.c.   Define employee referrals. (CO3)   2

2.d.   Describe Job rotation. (CO4)   2

2.e.   Explain pay structure. (CO5)   2

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SECTION B   **30**

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3. Answer any <u>five</u> of the following:-

3-a.   Outline the scope of HRM with respect to the dynamic market. (CO1)   6

3-b.   Explain the role of Human resource management in the success of the organisation. (CO1)   6

3-c.   Discuss the factors affecting the HRP process. (CO2)   6

3-d.   Discuss the relationship between Job analysis, Job description and Job specification. (CO2)   6

3.e.   Draw a framework to explain the steps of Selection process. (CO3)   6

3.f.   Differentiate between Training & Development. Do you think organisations should focus on career development of employees? Justify your answer. (CO4)   6

3.g.   Discuss the role of Compensation and rewards in modern organizations. (CO5)   6

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SECTION C   **50**

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4. Answer 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.   Define SHRM. Discuss its characteristics and also outline how SHRM is different from traditional HR. (CO1)   10

5. Answer any <u>one</u> of the following:-

5-a.   Discuss the HR demand forecasting techniques. (CO2)   10

5-b.   Describe the methods of collecting data in Job analysis. (CO2)   10

6. Answer any <u>one</u> of the following:-

6-a.   Discuss the recent trends in Recruitment. (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.   Describe Training need analysis. Explain the steps in detail. (CO4)   10

8. Answer any <u>one</u> of the following:-

8-a.   Define and differentiate between minimum wage, fair wage and living wage.   10
            (CO5)

8-b.   Define the term labor welfare. Explain how welfare is administered in an   10
            organization? Enlist the legislation that mention welfare in India. (CO5)