CBCS SCHEME

USN

Second Semester MBA Degree Examination, Dec.2023/Jan.2024
Human Resource Management

Time: 3 hrs.   Max. Marks: 100

Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.

			M	L	C
Q.1	a.	What is Human Resource Management?	03	L1	CO1
	b.	Discuss the principles of Human Resource Management.	07	L6	CO1
	c.	Discuss the steps in employee selection process.	10	L6	CO2
Q.2	a.	Differentiate between job description and job specification.	03	L4	CO2
	b.	Explain the sources of recruitment.	07	L2	CO2
	c.	Discuss the various functions of Human Resource Management.	10	L6	CO1
Q.3	a.	What are SME's?	03	L1	CO3
	b.	Discuss the components of pay structure in India.	07	L6	CO2
	c.	Explain the approached of Industrial Relations Systems.	10	L2	CO3
Q.4	a.	What do you mean by decent workplace?	03	L1	CO3
	b.	Discuss the factors influencing the adoption of Human Resources Management practices in SME's.	07	L6	CO3
	c.	Explain the various reasons for employees to join trade unions.	10	L2	CO3
Q.5	a.	Define Internal Mobility.	03	L1	CO5
	b.	Explain the various innovative Human Resources Management practices in India.	07	L2	CO4
	c.	Discuss the factors affecting the innovation process in organizations.	10	L6	CO4
Q.6	a.	How to make Human Resources Management innovation sustainable? Mention the practices.	03	L1	CO4
	b.	Describe the role of people analytics for data driven decisions. Explain the steps in data driven decision making process.	07	L6	CO5
	c.	Explain the advantages and challenges of multi-generational workforce.	10	L2	CO5
Q.7	a.	Mention the objectives of Industrial Relations.	03	L1	CO3
	b.	Explain the various Human Resource Competencies.	07	L2	CO1
	c.	Discuss the tools for H.R. demand forecasting.	10	L6	CO1

Q.8		Case Study (Compulsory) :			
		SLR Associates is a large firm located in all loading areas of the state. As a result of Growth and Expansion the firm required a talented person. For this, the firm had recently appointed Mr. Sai to develop and install the new H.R. Planning system. Mr. Sai soon realized that many functions with cross divisional lines existed in the company and required broad exposure to finance business. Mr. Sai noticed that the divisional and corporate objectives were not directly defined. Therefore he knows that HRP process would have to be corporate wide in scope. Moreover he was also informed by his boss that the focus of HRP system should be on management development and succession planning.			
		The boss has asked him to provide the management with the statement of objectives of the new HRP system along with a list of suggested steps in the implementation of the HRP system.			
		Questions:			
	a.	Discuss the objectives would you keep in mind for H.R. Planning.	10	L6	CO1
	b.	What would be your plan with regard to the important steps in the implementation of H.R.P system?	10	L2	CO1

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