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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 (2024- 2025)**

**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. HR Policy makes employees (CO1) (K2) 1
- (a) Better person / employee
  - (b) a knowledgeable person
  - (c) Train for future positions
  - (d) None of the above
- 1-b. \_\_\_\_\_ is a systematic procedure for collecting, storing, maintaining, retrieving and validating data needed by an organization about its human resources. (CO2) (K2) 1
- (a) Human Resource Information System
  - (b) Data Collection
  - (c) Management Information System
  - (d) Maintenance of records
- 1-c. Compensation can be \_\_\_\_\_ benefits. (CO3) (K2) 1
- (a) Monetary
  - (b) Non Monetary
  - (c) Both a & b
  - (d) None of the above
- 1-d. \_\_\_\_\_ is the process of forecasting an organisation's future demand for, and supply of, the right type of people in the right number. (CO4) (K2) 1

- (a) Recruitment
  - (b) Human Resource Management
  - (c) Human Resource Planning
  - (d) Human Capital Management
- 1-e. The pattern of planned human resource development and activities intended to enable an organization to achieve its goal is called \_\_\_\_ (CO5) (K2) 1
- (a) Human Resource Development
  - (b) Human Resource Management
  - (c) Strategic Human Resource Management
  - (d) Personnel Development
2. Attempt all parts:-
- 2.a. List out the roles of HR manager. (CO1) (K2) 2
  - 2.b. Define the term HR Accounting. (CO2) (K2) 2
  - 2.c. Define Recruitment. (CO3) (K2) 2
  - 2.d. Write any two objectives of HR Planning. (CO4) (K2) 2
  - 2.e. Define the term Strategic Human Resource Management. (CO5) (K2) 2

### **SECTION-B**

15

3. Answer any three of the following:-

- 3-a. Explain the concept of Human Resource Management. Write the characteristics of HRM in detail. (CO1) (K2) 5
- 3-b. As a Human Resource Management Consultant you have been invited by the Manager of Mumias Sugar Company (MSC) Ltd to give a speech on the kind of problems you encounter in implementing the HRIS software. Outline the key points contained in your speech and explain how you will overcome these problems to the management of MSC Ltd. (CO2) (K4) 5
- 3.c. Suppose that you are the manager of an accounts receivable unit in a large company. You are switching to a new system of billing & record keeping. You need to train 30 employees in the new procedure. Which method would you use ? Why? (CO3) (K4) 5
- 3.d. Critically analyze meaning and need of succession planning in today's scenario. (CO4) (K4) 5
- 3.e. "The role of HRM in formulating and implementing strategies is crucial". Analyze the statement and justify your answer. (CO5) (K4) 5

### **SECTION-C**

20

4. Answer any one of the following:-

- 4-a. Outline the scope of HRM with respect to the dynamic changes in the business environment. (CO1) (K2) 4
- 4-b. "Ensuring diversity and inclusion is a biggest challenge before HR managers". Justify the statement. (CO1) (K3) 4

5. Answer any one of the following:-

5-a. Does HRIS helps manager in taking any managerial decisions? Justify the answer with reference to the implementation of HRIS. (CO2) (K3) 4

5-b. Explain the objectives and importance of Human resource accounting.(CO2) (K2) 4

6. Answer any one of the following:-

6-a. With reference to the source of recruitment, critically analyze the advantages and disadvantages of external and internal sources of recruitment. (CO3) (K4) 4

6-b. Can we measure organizational effectiveness? Support your answer with appropriate answer. (CO3) (K3) 4

7. Answer any one of the following:-

7-a. Explain the relevance of demand forecasting of human resource function. Also mention some important techniques of forecasting. (CO4) (K2) 4

7-b. Design a job description and job specification for the profile Data Analyst.(CO4) (K6) 4

8. Answer any one of the following:-

8-a. Explain the levels of strategy along with linkage of HR strategy with corporate strategy. (CO5) (K2) 4

8-b. Discuss the role of HRM in context of emerging challenges with respect to flexible working places and managing diversity. (CO5) (K3) 4

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