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**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA**

**(An Autonomous Institute Affiliated to AKTU, Lucknow)**

**MBA (Integrated)**

**SEM: IV - THEORY EXAMINATION (2023 - 2024)**

**Subject: Human Resource Management**

**Time: 2.5 Hours**

**Max. Marks: 60**

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. The process of familiarizing the new employees to the organisation rules and regulations is known as (CO1) 1
- (a) Placement
  - (b) Induction
  - (c) Recruitment
  - (d) Selection
- 1-b. \_\_\_\_\_ is not a step in the HRP process. (CO2) 1
- (a) Forecasting future human resource needs
  - (b) Identifying current human resource capabilities
  - (c) Developing strategies to address human resource gaps
  - (d) Implementing employee performance evaluations
- 1-c. Training refers to the process of imparting \_\_\_\_\_ skills (CO3) 1
- (a) specific
  - (b) general knowledge and attitude
  - (c) over all
  - (d) important
- 1-d. When the actual performance of the employees are measured then it will be compared with (CO4) 1
- (a) standard

(b)	other members	
(c)	previous performance	
(d)	group performance	
1-e.	To be ethical towards needs of society is _____ objective of HRM (CO5)	1
(a)	corporate	
(b)	profitable	
(c)	non essential	
(d)	societal	
2.	Attempt all parts:-	
2.a.	List out the roles of HR Manager in an Organization. (CO1)	2
2.b.	Mention any two characteristics of Human Resource Planning. (CO2)	2
2.c.	Write a note on vestibule training. (CO3)	2
2.d.	State the disadvantages of performance appraisal. (CO4)	2
2.e.	Define the term Green HRM. (CO5)	2
	<b><u>SECTION-B</u></b>	15
3.	Answer any <u>three</u> of the following:-	
3-a.	Explain in detail any four challenges faced by HR Managers in today's scenario. (CO1)	5
3-b.	Discuss in detail the steps involved in selection process (CO2)	5
3-c.	Specify the limitations of off -the -job training. (CO3)	5
3-d.	Explain compensation. What are the basic objectives of Compensation Management? (CO4)	5
3.e.	Discuss the Benefits and barriers related to SHRM. (CO5)	5
	<b><u>SECTION-C</u></b>	30
4.	Answer any <u>one</u> of the following:-	
4-a.	You are the HR manager of a medium-sized retail chain that operates across multiple locations. Recently, there has been a significant increase in employee turnover, particularly among frontline staff. Employee feedback suggests that issues such as low morale, inadequate training, and poor communication with management are contributing to turnover. Additionally, the company is facing increasing competition from online retailers, which is putting pressure on sales and profitability. As the HR manager, outline a comprehensive strategy to address these challenges, improve employee retention, and ensure the company remains competitive in the market. (CO1)	6
4-b.	The role of HRM starts from the entry till the exist of the employee. Justify the statement in detail. (CO1)	6
5.	Answer any <u>one</u> of the following:-	
5-a.	Explain the process of job analysis. Explain various methods of collecting information for job analysis. (CO2)	6

- 5-b. Outline the steps involved in the HR demand forecasting process, including methods for gathering data, analyzing market trends, and projecting future workforce needs. (CO2) 6
6. Answer any one of the following:-
- 6-a. Distinguish between Training and Development. Describe the the Training Need Assessment in detail. (CO3) 6
- 6-b. As a HR manager you have been asked by your organization to organize a management development programme. What steps will you take to make it successful. (CO3) 6
7. Answer any one of the following:-
- 7-a. Explain the concept of employee's benefits in detail. Discuss the importance of incentives and employees benefits in motivating employees. (CO4) 6
- 7-b. XYZ Company has been experiencing a decline in employee morale and productivity. As a HR manager, how would you design a performance appraisal system to address these issues (CO4) 6
8. Answer any one of the following:-
- 8-a. State the principles of E-Selection and Recruitment. What are the advantages of the use of technology in recruitment and selection? (CO5) 6
- 8-b. Explain in detail about the effect of Work-Life Balance on organizational outcomes such as employee turnover, absenteeism, and productivity. (CO5) 6

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