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

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

**MBA**

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

**Subject: Human Capital 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.*

## SECTION-A
                                                    20

1. Attempt all parts:-

1-a.      Which of the following is NOT a component of intellectual capital? (CO1)    1

    (a)    Human capital

    (b)    Structural capital

    (c)    Financial capital

    (d)    Relational capital

1-b.      Which of the following is NOT a component of social capital? (CO1)    1

    (a)    Trust

    (b)    Networks

    (c)    Reciprocity

    (d)    Intellectual property

1-c.      If there is a surplus in human resource, the organization _____ . (CO2)    1

    (a)    Terminates employees

    (b)    Recruits New employees

    (c)    Promotes employee

    (d)    None of the above

1-d.      ____is the statistical technique used in forecasting the future behavior of a variable or system in HRP. (CO2)    1

    (a)    Markov Analysis

    (b)    Replacment Chart

(c) Succession Planning

(d) None of the above

1-g. State the method from the following when you can compare the employee's performance against specific behaviors, you can appoint a numerical value to them according to the anchored rating scale bars. (CO4)　　1

(a) BARS

(b) Checklist method

(c) Essay method

(d) 360 degree feedback

1-e. A process to introduce a person to the organization or a new job specially by celebration or a ceremony. (CO3)　　1

(a) Job Evaluation

(b) Orientation

(c) Training

(d) Development

1-h. ___ is an off-the-job training method. (CO4)　　1

(a) Job rotation

(b) Seminars

(c) Orientation training

(d) Mentoring

1-f. Transfer is an __ source of recruitment. (CO3)　　1

(a) Internal

(b) External

(c) Both a and b

(d) None of the above

1-i. ____is a key factor in determining compensation levels. (CO5)　　1

(a) Employee age

(b) Market rates

(c) Personal relationships

(d) Company location

1-j. ____is collective bargaining. (CO5)　　1

(a) Individual wage negotiations

(b) Group negotiations between employees and employers

(c) Discussions between company shareholders

(d) Price negotiations with suppliers

2. Attempt all parts:-

2.a. Define Human Capital Management. (CO1)　　2

2.b. List out the advantages of Job Analysis. (CO2)　　2

| 2.d. | State the advantages of on-the-job training method. (CO4) | 2 |
|---|---|---|
| 2.c. | Explain Personality Tests. (CO3) | 2 |
| 2.e. | List the objectives of a sound Compensation Plan. (CO5) | 2 |

**SECTION-B** 30

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

| 3-a. | Discuss the strategic importance of HRM in modern organizations. (CO1) | 6 |
|---|---|---|
| 3-b. | Elaborate the core roles of a HR manager in an Organization. (CO1) | 6 |
| 3-c. | Discuss the relationship between Job analysis, Job description and Job specification. (CO2) | 6 |
| 3-d. | Define Human Resource Planning. Explain any two qualitative techniques of Demand forecasting. (CO2) | 6 |
| 3.f. | Discuss the concept of Performance Appraisal. Elaborate any two modern methods of appraisal, commonly used in today's organizations. . (CO4) | 6 |
| 3.e. | Explain the importance of employment tests. Discuss different tests used in selection process. (CO3) | 6 |
| 3.g. | Write a descriptive note on Digital HR. Give some examples for the same (CO5) | 6 |

**SECTION-C** 50

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

| 4-a. | Define Social Capital and explain its role in organizational performance. Provide examples of how organizations can build and leverage Social Capital. (CO1) | 10 |
|---|---|---|
| 4-b. | Describe the staffing function of HRM and its importance in building a skilled workforce. What are the key steps involved in the staffing process? (CO1) | 10 |

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

| 5-a. | A multinational company wants to diversify in IT sector. Before starting the venture there is a need for conducting Human Resource Planning (HRP). You are required to explain the steps of HRP in detail. (CO2) | 10 |
|---|---|---|
| 5-b. | Discuss various quantitative and qualitative methods of Supply forecasting in HRP. (CO2) | 10 |

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

| 6-a. | There is a need of Marketing Managers in an Organization dealing with FMCG products. Design a detailed selection process for the same. (CO3) | 10 |
|---|---|---|
| 6-b. | Differentiate between Selection and Recruitment. Can you suggest some alternatives if a company does not want to go for recruitments. Discuss about different sources for the recruitment. (CO3) | 10 |

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

| 7-a. | 'Training is short term whereas development is long term'. Comment on this statement to bring out the differences between the two. Explain the process of training in detail. (CO4) | 10 |
|---|---|---|
| 7-b. | Differentiate between Performance Appraisal, Potential Appraisal and | 10 |

Performance Management. Explain the steps for carrying out Performance Appraisal  System. (CO4)

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

8-a.      Define Industrial Relations and Collective Bargaining. State the features and objectives of healthy Industrial Relations. (CO5)      10

8-b.      Define Compensation. Discuss its components in detail. (CO5)      10