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

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

**MBA**

**SEM: II - THEORY EXAMINATION (2022-2023 )**

**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.

**SECTION A**

**20**

**1. Attempt all parts:-**

- 1-a. To be ethical and social towards needs of society is \_\_\_\_\_ objective of HRM. (CO1) 1
- (a) corporate
  - (b) profitable
  - (c) societal
  - (d) All of the above
- 1-b. The following defines what business or businesses the firm is in or should be in. (CO1) 1
- (a) Corporate Strategy
  - (b) Business strategy
  - (c) Functional Strategy
  - (d) None of the above
- 1-c. \_\_\_\_\_ is a powerful exchange of ideas, the answering of questions, and communicating between two or more persons. (CO2) 1
- (a) Communication

- (b) Exchanging  
(c) Interview  
(d) recruitment
- 1-d. The following is a benefit of job analysis. (CO2) 1  
(a) Laying the foundation for performance appraisal  
(b) Laying the foundation for safety and health  
(c) Laying the foundation for employee hiring  
(d) All of the above
- 1-e. \_\_\_ is the application form to be filled by the candidate when he goes for recruitment process. (CO3) 1  
(a) Job Analysis  
(b) Formal application  
(c) Application blank  
(d) None of these
- 1-f. \_\_\_ is not an internal source of recruitment. (CO3) 1  
(a) Promotion  
(b) Transfer  
(c) Employment exchange  
(d) Employee referral
- 1-g. The concept of MBO was given by \_\_\_\_\_. (CO4) 1  
(a) Peter F drucker  
(b) Stephen P Robbins  
(c) Edwin B Flippo  
(d) Dale S Yoder
- 1-h. In \_\_\_\_\_ error, supervisors use only recent performance information to evaluate subordinates. (CO4) 1  
(a) Severity error  
(b) Recency error  
(c) Leniency error  
(d) Central tendency error
- 1-i. Characteristic of a good compensation system is \_\_\_\_\_. (CO5) 1  
(a) Higher the qualification of worker, higher is compensation  
(b) Higher the efficiency of worker, higher is compensation

(c) Higher the rank of worker, higher is compensation

(d) All of the above

- 1-j. \_\_\_\_\_ is an internal factor affecting employee compensation. (CO5) 1
- (a) Ability to pay
  - (b) Productivity
  - (c) Psychological and social factors
  - (d) Technological Factors

**2. Attempt all parts:-**

- 2.a. Define the Welfare aspect of HRM. (CO1) 2
- 2.b. Discuss Observation method in Job Analysis. (CO2) 2
- 2.c. Define Stress Interview. (CO3) 2
- 2.d. Explain the concept of 'on-the-job training'. (CO4) 2
- 2.e. Define Incentives. (CO5) 2

**SECTION B**

**30**

**3. Answer any five of the following:-**

- 3-a. Outline the advantages of linking competitive advantage with HR strategy of an organization. (CO1) 6
- 3-b. Discuss the HR manager's role in the era of globalization and internationalization of market. (CO1) 6
- 3-c. List out the steps in conducting HRP in an organization. (CO2) 6
- 3-d. Differentiate between Job Specification and Job Description. Frame JD and JS for any profile of your choice. (CO2) 6
- 3.e. Describe the Sources of External Hiring. (CO3) 6
- 3.f. Explain any three methods of Performance Appraisal. (CO4) 6
- 3.g. Discuss the types of Employee Grievances in an Organization. (CO5) 6

**SECTION C**

**50**

**4. Answer any one of the following:-**

- 4-a. Explain the relevance of Balanced Scorecard in HRM. (CO1) 10
- 4-b. "Management of people is a challenging job". Explain the challenges faced by HR in this modern competitive world. (CO1) 10

**5. Answer any one of the following:-**

- 5-a. Describe the essentials for successful HR planning. (CO2) 10
- 5-b. Discuss some problems you would expect to find in an organization where jobs 10

have been designed for maximum efficiency without any consideration of employee needs. (CO2)

**6. Answer any one of the following:-**

- 6-a. Explain the various Selection techniques. Outline the selection techniques which are popular in the Indian context. (CO3) 10
- 6-b. You are starting a new manufacturing company. Discuss the steps would you go through to select your employees. (CO3) 10

**7. Answer any one of the following:-**

- 7-a. Discuss the concept, types and need of Executive Development. (CO4) 10
- 7-b. Briefly outline the steps involved in conducting a training program in a systematic way. (CO4) 10

**8. Answer any one of the following:-**

- 8-a. Define Compensation. Discuss its components in detail. (CO5) 10
- 8-b. Describe the types of benefits that most medium sized and large firms provide voluntarily. (CO5) 10

2022-23 Jan - Jun