

- (b) Meet the high labour turnover
 - (c) To reduce the costs of recruiting
 - (d) All of the above
- 1-d. _____ is an upward movement of employees.(CO4) 1
- (a) Promotion
 - (b) Transfer
 - (c) Discharge
 - (d) Lay Off
- 1-e. The compensation strategy that focuses on evaluating and assigning a relative value to each job within the organization.(CO5) 1
- (a) Market-based pay
 - (b) Skill Base Pay
 - (c) Job Evaluation
 - (d) Incentive Pay

2. Attempt all parts:-

- 2.a. Mention any two key functions of human resource management.(CO1) 2
- 2.b. Discuss the primary objective of job analysis.(CO2) 2
- 2.c. Name any one internal and external source of recruitment.(CO3) 2
- 2.d. Define the objectives of transfer.(CO4) 2
- 2.e. Define Job evaluation.(CO5) 2

SECTION B

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3. Answer any three of the following:-

- 3-a. Discuss the future trends and challenges of human resource management.(CO1) 5
- 3-b. Differentiate between task-oriented and competency-based job analysis approaches.(CO2) 5
- 3-c. Specify the methods that can be used for sourcing candidates during the recruitment process.(CO3) 5
- 3-d. Differentiate between performance appraisal and performance management.(CO4) 5
- 3.e. Define challenges that might organizations face while implementing a job evaluation system.(CO5) 5

SECTION C

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4. Answer any one of the following:-

- 4-a. Mention the strategies that human resource managers implement to address the skill gap and ensure that employees have the necessary skills and competencies to meet the evolving demands of their roles and the organization.(CO1) 6
- 4-b. Explain the role of human resource management in fostering a positive organizational culture, including how human resource managers can promote values such as inclusivity, diversity, and employee empowerment within the workplace.(CO1) 6

5. Answer any one of the following:-

- 5-a. You have been assigned for conducting a job analysis for a newly created role of "digital marketing specialist" within a technology startup. The company is looking to hire an individual with expertise in online marketing strategies, social media management, and data analytics to support its digital marketing efforts. Develop a job analysis plan that outlines the steps you would take to identify the specific skills, knowledge, and qualifications required for the role, as well as how you would validate the job analysis findings and ensure alignment with the company's strategic objectives and culture.(CO2) 6
- 5-b. Consider yourself as a consultant hired by a healthcare organization to conduct a job analysis for nursing positions within the organization. The organization is experiencing high turnover rates among nurses and wants to identify the factors contributing to turnover and develop strategies to improve retention. Design a comprehensive job analysis plan that includes methods for collecting data on job tasks, responsibilities, and work environment, as well as employee feedback and input from key stakeholders. Outline how you would analyze the data collected and use it to inform retention strategies and organizational policies.(CO2) 6

6. Answer any one of the following:-

- 6-a. Mention the potential consequences of failing down to conduct background checks during the hiring process.(CO3) 6
- 6-b. Suppose you receive a large number of applications for a single job opening. Describe your approach for screening and shortlisting candidates efficiently while ensuring fairness and equal opportunity.(CO3) 6

7. Answer any one of the following:-

- 7-a. Discuss performance appraisal along with the methods used for performance appraisal in detail.(CO4) 6

7-b. Define MBO and BARS along with its advantages and disadvantages.(CO4) 6

8. Answer any one of the following:-

8-a. Outline the typical steps involved in a formal grievance procedure.(CO5) 6

8-b. Discuss the importance of effective grievance handling in maintaining employee satisfaction and organizational performance within a retail environment like XYZ Corporation.(CO5) 6

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