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Subject Code:- BMBA0203

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: II - THEORY EXAMINATION (20.....- 20.....)

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. Intellectual capital includes _____. (CO1, K1) 1
- (a) Financial resources of a company
 - (b) Physical assets of a company
 - (c) Knowledge, skills, and competencies of employees
 - (d) Company's marketing strategies
- 1-b. _____ is the primary goal of Human Capital Management. (CO1, K1) 1
- (a) To maximize employee turnover
 - (b) To minimize employee wages
 - (c) To optimize employee performance and productivity
 - (d) To reduce the number of employees
- 1-c. A sound HRP process in an organization must be strategically aligned with the overall _____. (CO2, K1) 1
- (a) Corporate strategy
 - (b) Business Strategy
 - (c) Tactical Strategy
 - (d) None of the above
- 1-d. KSA represents _____. (CO2, K1) 1
- (a) Knowledge, Skill, Aptitude
 - (b) Knowledge, System, Aptitude

- (c) Knowledge, Skill, Approach
- (d) Knowledge, Skill, Attitude
- 1-e. _____ is not an advantage of internal source of recruitment. (CO3, K1) 1
- (a) Time saving
- (b) Entry of New blood
- (c) Less expensive
- (d) Reliability
- 1-f. Assessment Center is a place where job applicants undergo a series of _____ to determine their potential for a particular job. (CO3, K1) 1
- (a) Tests
- (b) Interviews
- (c) Simulated Experiences
- (d) all of these
- 1-g. _____ is a step in training process. (CO4, K1) 1
- (a) KSA deficiency
- (b) Provide proper feedback
- (c) Obstacles in the system
- (d) Use of evaluation models
- 1-h. ----- is a performance appraisal technique in which appraisers rate critical employee behaviour. (CO4, K1) 1
- (a) MBO
- (b) BOSS
- (c) BARS
- (d) 360 degree feedback
- 1-i. A well-designed compensation structure aim to achieve _____. (CO5, K1) 1
- (a) Employee satisfaction and motivation
- (b) Reduced company expenses
- (c) Increased job applications
- (d) Simplified payroll processes
- 1-j. Which of the following best describes employee wellbeing. (CO5, K1) 1
- (a) Physical and mental health of employees
- (b) Job satisfaction
- (c) Salary and benefits
- (d) Work-life balance

2. Attempt all parts:-

- 2.a. Define Human Resource Management (HRM). (CO1, K1) 2
- 2.b. State two advantages of succession planning in HRP. (CO2, K1) 2
- 2.c. Define Stress Interview. (CO3, K1) 2

- 2.d. Mention any two methods of evaluation of training program. (CO4, K1) 2
- 2.e. Define Industrial relations. (CO5, K1) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Differentiate between Human Capital and Intellectual Capital. (CO1, K4) 6
- 3-b. Discuss the objectives of Employee Value Proposition. (CO1, K4) 6
- 3-c. Describe the essentials for successful human resource planning. (CO2, K2) 6
- 3-d. Explain the concept of Job Enrichment with appropriate examples. (CO2, K2) 6
- 3.e. Differentiate between internal & external sources of recruitment. (CO3, K4) 6
- 3.f. Distinguish between Performance Appraisal and Potential Appraisal. (CO4, K4) 6
- 3.g. Write short notes on different types of Fringe benefits. (CO5, K2) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Define Social Capital and explain its role in organizational performance. (CO1, K2) 10
- 4-b. Discuss the factors that have driven the transition from traditional HRM to HCM. (CO1, K4) 10

5. Answer any one of the following:-

- 5-a. In a global environment, how could be the demand forecasting of workforce be ascertained. Discuss. (CO2, K4) 10
- 5-b. "Interview method is an easy and convenient method to know relevant information about job profile". Elaborate your view on the statement. (CO2, K3) 10

6. Answer any one of the following:-

- 6-a. Explain the different portals of E-Recruitments. (CO3, K2) 10
- 6-b. As jobs become more team oriented, assessment centers will be used more often for management jobs. Do you agree or disagree? Support your answer with suitable examples. (CO3, K3) 10

7. Answer any one of the following:-

- 7-a. Describe the methods of performance appraisal. (CO4, K2) 10
- 7-b. Explain the limitations of management by objective (MBO). (CO4, K2) 10

8. Answer any one of the following:-

- 8-a. Enumerate the various factors to be considered by HR leaders to ensure effective compensation management. (CO5, K3) 10
- 8-b. Define Fringe benefits. Discuss its role in motivating and retaining talent in the organization. (CO5, K4) 10