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Subject Code:- AMIBA0402

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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 (20 ..... - 20 .....)**

**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. Healthy HRM practices can help the organization to \_\_\_\_\_. (CO1, K2) 1
- (a) reduce the disputes/ conflicts
  - (b) increase the promotional opportunities
  - (c) maintain cordial relationship among employees
  - (d) All of the above
- 1-b. A sound HRP process in an organization must be strategically aligned with the overall \_\_\_\_\_.(CO2, K1) 1
- (a) Corporate strategy
  - (b) Department Strategy
  - (c) Tactical Strategy
  - (d) None of the above
- 1-c. Evaluation of training programs should happen: (CO3, K1) 1
- (a) Only at the end
  - (b) By predetermining the evaluation criteria at the planning stage
  - (c) For high cost programs only
  - (d) all the above
- 1-d. The reward based on the productivity of the employees is known as ....(CO4, K1) 1
- (a) Profit Sharing
  - (b) Incentives

- (c) Commission
  - (d) None of the above
- 1-e. A common reason for organizations to implement downsizing is .....(CO5, K2) 1
- (a) To improve employee morale
  - (b) To reduce costs or streamline operations
  - (c) To enhance organizational growth
  - (d) To increase employee engagement

2. Attempt all parts:-

- 2.a. Discuss any two challenges in front of HRM in today's scenario. (CO1, K2) 2
- 2.b. Define Induction and placement. (CO2, K2) 2
- 2.c. Discuss any two on-the-job training techniques. (CO3, K2) 2
- 2.d. Define Performance Management System. (CO4, K1) 2
- 2.e. Explain the concept of Green HRM. (CO5, K1) 2

### **SECTION-B**

15

3. Answer any three of the following:-

- 3-a. Differentiate between Personnel Management and HRM. Explain the functions of HRM in detail. (CO1, K4) 5
- 3-b. Differentiate between Job Description and Job Specification. Briefly explain the steps of Job Analysis. (CO2, K4) 5
- 3-c. Discuss the process of training and development. Explain any two employee development methods. (CO3, K2) 5
- 3-d. Discuss the advantages of having a sound compensation system in Organization. Briefly explain the components of compensation.(CO4, K2) 5
- 3.e. Define work life balance. Discuss the impact of work-life balance on employee well-being, productivity, and job satisfaction. (CO5, K2) 5

### **SECTION-C**

30

4. Answer any one of the following:-

- 4-a. Discuss the evolution of Human Resource Management in detail. Briefly explain the qualities of a HR personnel. (CO1, K2) 6
- 4-b. Assume you are a HR manager in a multinational company, discuss the types of HR policies you will introduce in your organization. (CO1, K6) 6

5. Answer any one of the following:-

- 5-a. "Recruitment is a negative process where as selection is a positive process" Comment on the statement by stating the difference between recruitment and selection. Discuss any three selection tests in detail. (CO2, K4) 6
- 5-b. Explain the process of Human Resource Planning. Briefly explain any two techniques of Demand forecasting. (CO2, K2) 6

6. Answer any one of the following:-

- 6-a. Differentiate between on-the-job and off-the-job training techniques. Discuss any two off-the-job techniques in detail. (CO3, K4) 6
- 6-b. Explain the importance of training and development in organizations. Discuss few techniques of evaluation of training programs. (CO3, K2) 6
7. Answer any one of the following:-
- 7-a. Imagine you're a HR manager of a five star hotel. Suggest a performance appraisal technique for the front office staff of the hotel. Also explain the feedback mechanism you will adopt for them. (CO4, K6) 6
- 7-b. Differentiate between Performance appraisal and potential appraisal systems. Discuss the importance of performance Appraisal system for the organizations. (CO4, K4) 6
8. Answer any one of the following:-
- 8-a. Explain Human Resource Information System (HRIS). Discuss the advantages of HRIS for the organizations in detail. (CO5, K2) 6
- 8-b. You are appointed as a Human Resource Manager in an organization that is conducting Human Resource Audit. Suggest the process of HR auditing to the Board of Directors of the company. (CO5, K6) 6

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