

- (c) A method of training employees
 - (d) The rate at which employees are promoted
- 1-e. is the primary purpose of an HR Audit. (CO5,K1) 1
- (a) To assess the efficiency and effectiveness of HR practices
 - (b) To increase the number of employees in the organization
 - (c) To monitor the daily activities of employees
 - (d) To enforce legal compliance among employees

2. Attempt all parts:-

- 2.a. Define the term Human Resource Planning. (CO1,K2) 2
- 2.b. Define job analysis. (CO2,K2) 2
- 2.c. Define the meaning of recruitment. (CO3,K2) 2
- 2.d. Explain the concept of employee retention. (CO4,K2) 2
- 2.e. Define Human Resource Accounting (HRA) and explain its primary purpose in an organization. (CO5,K2) 2

SECTION-B 15

3. Answer any three of the following:-

- 3-a. Differentiate between talent and knowledge in an organizational context. (CO1,K4) 5
- 3-b. Explain the contents of job description and job specification. (CO2,K2) 5
- 3-c. Discuss the various stages of the recruitment process. How does each stage contribute to attracting and selecting the best candidates for an organization. (CO3,K4) 5
- 3-d. Discuss the key factors that influence employee retention in an organization. Provide examples to support your answer. (CO4,K2) 5
- 3-e. Discuss the significance of Human Resource Accounting (HRA) in modern organizations. How does HRA contribute to better decision-making and strategic planning. (CO5,K2) 5

SECTION-C 30

4. Answer any one of the following:-

- 4-a. A new employee is struggling to adapt to the company's culture. What steps would you take to help them integrate better into the organization? (CO1,K3) 6
- 4-b. A key employee has expressed interest in leaving the company. What actions would you take to try and retain them? (CO1,K3) 6

5. Answer any one of the following:-

- 5-a. Describe the Challenges of Conducting a Job Analysis in a Dynamic Work Environment. (CO2,K2) 6
- 5-b. Explain the Steps Involved in Conducting a Job Analysis. (CO2,K2) 6

6. Answer any one of the following:-

- 6-a. Evaluate the role of diversity and inclusion in the recruitment and selection process. What strategies can organizations implement to ensure a diverse and inclusive hiring process? (CO3,K3) 6
- 6-b. Discuss the key components of a successful knowledge management system. How can organizations leverage these components to enhance innovation and maintain a competitive edge? (CO3,K2) 6
7. Answer any one of the following:-
- 7-a. Explain how continuous learning and development contribute to sustainable talent management. What strategies can organizations implement to ensure ongoing skills development and career progression for their employees? (CO4,K2) 6
- 7-b. Assess the challenges organizations may face in implementing sustainable talent management practices. How can these challenges be addressed to create a resilient and future-ready workforce? (CO4,K4) 6
8. Answer any one of the following:-
- 8-a. Evaluate the challenges organizations face in implementing Human Resource Accounting. What are the key obstacles, and how can they be addressed to ensure accurate and meaningful valuation of human assets?" (CO5,K4) 6
- 8-b. "Examine the impact of Human Resource Accounting on organizational performance and employee management. How can HRA be used to enhance employee retention, development, and overall workforce management?" (CO5,K4) 6

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