Printed	d Page:-	Subject Code:- NHRM101
		Roll. No:
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NOID		D TECHNOLOGY, NIET BUSINESS SCHOOL, ER NOIDA
		ffiliated to AKTU, Lucknow)
	·	DM
		EXAMINATION (2020)
m·	· ·	ement And Development
Time: 2.5 Hours General Instructions:		Max. Marks: 60
		paper with the correct course, code, branch etc.
		ons -A, B, & C. It consists of Multiple Choice
	ions (MCQ's) & Subjective type questions.	• • •
2. <i>Max</i>	ximum marks for each question are indicat	ed on right -hand side of each question.
	strate your answers with neat sketches who	erever necessary.
	ume suitable data if necessary.	,
	ferably, write the answers in sequential or sheet should be left blank. Any written mat	
	sneet snouta be tejt blank. Any written mat ited/checked.	eriai ajier a biank sneet witt not be
Crantic	area, encenea.	
SECTION-A		15
1. Attempt all parts:-		
1-a. Talent management is a process involves		ves: (CO1.K1)
ı u.	(a) attracting and retaining high-quality	
	(b) developing their skills,	Chiployees
	(c) continuously motivating them to in	aprove their performance
	(d) All of the above	iprove their performance.
1-b.		equisition. (CO2,K1)
1-0.	is the primary goal of talent ac	equisition. (CO2,K1)
	(a) Employee retention	
	(b) Reducing turnover	
	(c) Identifying and hiring top talent	
	(d) Employee training	(000 H2)
1-c.	_	step in the recruitment process. (CO3,K2)
	(a) Job analysis	
	(b) Interview	
	(c) Selection	
	(d) Training	
1-d. Define employee retention. (CO4,K2)		
	(a) The process of recruiting new empl	oyees
	(b) The ability of an organization to ke	ep its employees

	(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. Atte	empt 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
<b>SECT</b>	CION-B	15
3. Ans	swer 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
<b>SECT</b>	CION-C	30
4. Ans	swer 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. Ans	swer 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 And	swer any one of the following:	

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