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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 (2025 - 2026)

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:-

- (1.1) The shift from Personnel Management to Human Resource Management occurred primarily due to: (CO1,K2) 1
- (a) Technological advancements
 - (b) Globalization and increased competition
 - (c) Changes in labor laws
 - (d) Increased unionization
- (1.2) _____ is a potential consequence of ineffective Human Resource Planning. (CO2,K2) 1
- (a) Increased employee morale
 - (b) Lower turnover rates
 - (c) Skills shortages
 - (d) Enhanced organizational flexibility
- (1.3) Choose which of the following is not a benefit to the individual who is receiving training. (CO3, K2) 1
- (a) Helps in individual and organizational growth.
 - (b) Aids in increasing productivity and/ or quality of work
 - (c) Satisfies a personal needs of the trainer
 - (d) All of the above
- (1.4) The concept of MBO was developed by_____. (CO4,K2) 1
- (a) Elton Mayo
 - (b) F.W. Taylor
 - (c) Peter Drucker

- (d) Philip kotler
- (1.5) The primary purpose of conducting an HR audit: (CO5,K2) 1
- (a) To increase employee turnover
- (b) To assess HR department performance
- (c) To identify areas of non-compliance and improvement
- (d) To decrease employee engagement

2. Attempt all parts:-

- (2.1) Define the term personnel management.(CO1, K2) 2
- (2.2) Define the term job analysis.(CO2, K2) 2
- (2.3) Write a note on vestibule training.(CO3,K2) 2
- (2.4) Define Performance Management System.(CO4, K1) 2
- (2.5) Differentiate between downsizing and layoff.(CO5, K2) 2

SECTION-B

15

3. Answer any three of the following:-

- (3.1) Distinguish between Personnel Management and Human Resource Management (HRM). Explain the stages of evolution of HRM in detail.(CO1,K4) 5
- (3.2) Assume you are a HR Manager of a Multinational Company. You need to hire marketing Managers for the newly established FMCG division. Prepare a detailed selection process for the same. (CO2,K6) 5
- (3.3) Define training need analysis. Explain the steps in detail. (CO3,K4) 5
- (3.4) Evaluate how Performance Appraisal System is different from Performance Management System? Explain the concept of MBO in detail.(CO4,K5) 5
- (3.5) Explain the concept of SHRM and its needs in today world. (CO5,K2) 5

SECTION-C

30

4. Answer any one of the following:-

- (4.1) Discuss the emerging trends and challenges in HRM today. (CO1,K2) 6
- (4.2) Assume you are working in a multinational company. Elaborate the various functions you will be performing as a HR Manager. (CO1, K3). 6

5. Answer any one of the following:-

- (5.1) Outline the steps involved in the HR demand forecasting process, including methods for gathering data, analyzing market trends, and projecting future workforce needs.(CO2,K2) 6
- (5.2) Define HRP. Outline the objectives of human resource planning. (CO2,K4) 6

6. Answer any one of the following:-

- (6.1) Explain the steps that can be taken to measure the return on investment (ROI) of training initiatives. Discuss different training evaluation strategies. (CO3, K4) 6
- (6.2) Explain on-the-job and off -the -jo training techniques. (CO3,K4) 6

7. Answer any one of the following:-

- (7.1) Explain in detail 360 degree appraisal. (CO4,K4) 6
- (7.2) Discuss the advantages of Performance Appraisal System. Explain any four traditional/modern methods of Performance Appraisal.(CO4,K2) 6

8. Answer any one of the following:-

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| (8.1) | Explain the concept of work life balance. Discuss few strategies of work life balance which organizations are using in today's scenario. (CO5, K2) | 6 |
| (8.2) | State the principles of E-Selection and Recruitment. What are the advantages of the use of technology in recruitment and selection? (CO5,K4) | 6 |

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