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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: II - THEORY EXAMINATION (2025 - 2026)

Subject: Human Resource 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:-

(1.1) Scope of HRM covers (CO1, K1)

1

- (a) Employee welfare
- (b) Foreign trade
- (c) Stock exchange
- (d) Weather analysis

(1.2) Evolution of HRM started with (CO1, K2)

1

- (a) Artificial Intelligence
- (b) Digital marketing
- (c) Scientific management
- (d) Cloud computing

(1.3) _____ is not a component of Job Design. (CO2,K1)

1

- (a) Job Enrichment
- (b) Job Rotation
- (c) Job Reengineering
- (d) Job Outsourcing

(1.4) Reasonable balance between demand and supply of labor is necessary in: -
 (CO2,K1)

1

- (a) Job analysis
- (b) Manpower planning
- (c) Recruitment
- (d) Performance Appraisal

- (1.5) _____ is the most important external factor governing recruitments. (CO3, K2) 1
- (a) Son of soil
 - (b) Labour market
 - (c) Unemployment rate
 - (d) Supply and Demand
- (1.6) _____ is a selection test to judge the coordination between hands & eye. (CO3, K2) 1
- (a) Personality test
 - (b) Intelligence test
 - (c) Psychomotor test
 - (d) None of these
- (1.7) One major objective of performance appraisal is to: (CO4, K2) 1
- (a) Increase conflicts
 - (b) Identify training needs
 - (c) Reduce communication
 - (d) Eliminate teamwork
- (1.8) A common problem in appraisal is the halo effect, which means: (CO4, K2) 1
- (a) Strict evaluation
 - (b) Bias based on one positive trait
 - (c) Ignoring performance
 - (d) Random rating
- (1.9) Trade unions are formed to protect: (CO5, K2) 1
- (a) Employer interests
 - (b) Employee interests
 - (c) Customer rights
 - (d) Government policies
- (1.10) Grievance handling refers to: (CO5, K2) 1
- (a) Resolving employee complaints
 - (b) Recruiting employees
 - (c) Training workers
 - (d) Conducting appraisals

2. Attempt all parts:-

- (2.1) Describe the scope of IHRM in organizations. (CO1, K2) 2
- (2.2) Explain the concept of Job Design. (CO2, K2) 2
- (2.3) State the importance of Training in organizations. (CO3, K2) 2
- (2.4) Define the concept of 360-degree feedback loops. (CO4, K2) 2
- (2.5) Discuss the importance of HR Analytics in organizations. (CO5, K2) 2

SECTION-B 30

Answer any one of the following:-

- (3.1) Explain the step-by-step evolution of Human Resource Management from the industrial revolution to modern times. (CO1, K2) 6

(3.2)	Analyze the core parameters that differentiate traditional HRM from Strategic HRM (SHRM).(CO1,K4)	6
Answer any one of the following:-		
(3.3)	Demonstrate the methods used in job analysis. (CO2, K3)	6
(3.4)	Demonstrate the factors affecting Human Resource Planning. (CO2, K3)	6
Answer any one of the following:-		
(3.5)	Analyze the definition and process of selection. (CO3, K3)	6
(3.6)	Demonstrate the methods of on-the-job training. (CO3, K3)	6
Answer any one of the following:-		
(3.7)	Discuss the objectives and need of performance appraisal for employee development. (CO4, K2)	6
(3.8)	Explain the process of Management by Objectives (MBO) and examine its role in performance management. (CO4, K3)	6
Answer any one of the following:-		
(3.9)	Discuss the role of trade unions in protecting employee rights and improving industrial relations. (CO5, K2)	6
(3.10)	Explain the concept of workers' participation in management and examine its advantages for organizations. (CO5, K3)	6
SECTION-C		50
4. Answer any <u>one</u> of the following:-		
(4.1)	"People are the most valuable asset of an organization." Justify this statement with reference to HRM practices. (CO1, K5)	10
(4.2)	Examine the changing role of HR as a strategic partner. (CO1, K4)	10
5. Answer any <u>one</u> of the following:-		
(5.1)	A growing startup is expanding rapidly and facing manpower shortages in key departments. The management wants to forecast future workforce requirements to avoid operational delays. Analyze the importance of workforce planning and forecasting in organizational growth. (CO2, K4)	10
(5.2)	Design a JD and JS for an HR executive (CO2, K6)	10
6. Answer any <u>one</u> of the following:-		
(6.1)	A startup is facing delays in hiring employees because the recruitment process is lengthy and ineffective. Examine the challenges in recruitment and suggest modern approaches that can improve recruitment efficiency. (CO3, K4)	10
(6.2)	A retail organization provided on-the-job training to new sales employees, but customer complaints continued to increase. Evaluate the effectiveness of training methods and suggest suitable improvements in the training process. (CO3, K5)	10
7. Answer any <u>one</u> of the following:-		
(7.1)	A manufacturing company observed that employees were dissatisfied with the existing performance appraisal system because promotions were given without proper evaluation. Employees also complained about lack of feedback and favoritism by supervisors. As an HR manager, analyze the problems in the appraisal system and suggest suitable measures to improve fairness and effectiveness in	10

performance appraisal. (CO4, K4)

- (7.2) An IT company introduced a 360-degree feedback system for evaluating employee performance. However, employees felt uncomfortable receiving feedback from peers and subordinates. Examine the advantages and challenges of using the 360-degree appraisal method in organizations. (CO4, K4) 10

8. Answer any one of the following:-

- (8.1) A global IT company employed people from different cultural, gender, and age groups. However, some employees complained about discrimination and lack of inclusion in team activities. Assess the importance of diversity and inclusion practices in building a positive workplace culture. (CO5, K5) 10
- (8.2) Assess the importance of industrial relations and employee participation in improving organizational effectiveness. (CO5, K5) 10

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