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

MBA MF

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) Which of the following is NOT one of the main objectives of HR management? (CO1, K1) 1
- (a) Ensuring productivity
 - (b) Implementation of policies and procedures to ensure that the business is compliant with legislation
 - (c) Selection and recruitment
 - (d) Termination
- (1.2) First-line managers are responsible to report to: (CO1, K1) 1
- (a) Top level managers
 - (b) Middle-level managers
 - (c) Supervisors
 - (d) Operational managers
- (1.3) State the external factor affecting supply of HR forecasting- (CO2,, K1) 1
- (a) Organizational features
 - (b) Productivity -
 - (c) Rates of promotion and demotion
 - (d) industry and expected growth rate and levels
- (1.4) This method of Job analysis is based on the job holder's past experiences on the job. (CO2, K1) 1
- (a) Critical Incidents method
 - (b) Observation Method
 - (c) Interview Method

- (d) None of the above
- (1.5) Which of the following is not an advantage of internal source of recruitment- (CO3, K1) 1
- (a) Time saving
- (b) New blood
- (c) Less expensive
- (d) Increased cost
- (1.6) Selection is ____ in its application as much as it seeks to eliminate as many unqualified applications as possible in order to identify the right candidates. (CO3, K1) 1
- (a) Both negative and positive
- (b) Positive
- (c) Negative
- (d) None of the above
- (1.7) ____ is an off-the-job training method. (CO4, K1) 1
- (a) Job rotation
- (b) Seminars
- (c) Orientation training
- (d) Mentoring
- (1.8) ____ is a step in training process. (CO4, K1) 1
- (a) KSA deficiency
- (b) Provide proper feedback
- (c) Obstacles in the system
- (d) Use of evaluation models
- (1.9) The following is an objective of employee discipline- (CO5, K1) 1
- (a) goal accomplishment
- (b) changing employee behaviour
- (c) promoting industrial relations
- (d) All of the above
- (1.10) In _____ method, grievances are ascertained at the time of employees quitting the organization.(CO5, K1) 1
- (a) The exit interview method
- (b) The gripe-box system
- (c) The open-door policy
- (d) Opinion surveys

2. Attempt all parts:-

- (2.1) List down the different activities carried out in the purview of HRM. (CO1, K1) 2
- (2.2) Mention the quantitative techniques of Job Analysis. (CO2, K1) 2
- (2.3) Explain E-recruitment. (C03, K2) 2
- (2.4) Explain MBO. (CO4, K2) 2
- (2.5) Outline the various forms of indiscipline. (CO5, K2) 2

SECTION-B

30

Answer any one of the following:-

(3.1) "Human resource is an asset to the organisation." Comment. (CO1, K2) 6

(3.2) Explain the key skills of HR manager. (CO1, K2) 6

Answer any one of the following:-

(3.3) List some disadvantages of using interview method in job analysis. (CO2, K1) 6

(3.4) State the various objectives of human resource planning. (CO2, K1) 6

Answer any one of the following:-

(3.5) Explain the types of interview in selection in brief. (CO3, K2) 6

(3.6) Discuss the concept of placement in an organisation. (CO3, K2) 6

Answer any one of the following:-

(3.7) Define the term performance appraisal. How does it differ from potential appraisal? (CO4, K2) 6

(3.8) Explain the concept and objectives of Job Evaluation (CO4, K2) 6

Answer any one of the following:-

(3.9) Explain the term Grievance. Enlist the process of handling grievance at workplace. (CO5, K2) 6

(3.10) Discuss the objectives of discipline. (CO5, K2) 6

SECTION-C

50

4. Answer any one of the following:-

(4.1) Explain the nature and role of HRM in modern context. (CO1, K2) 10

(4.2) With the help of suitable examples, discuss how business strategy is aligned to HR strategy. (CO1, K2) 10

5. Answer any one of the following:-

(5.1) "Human resource planning is significant for effective management of human resources of an organisation". Elucidate the above statement. (CO2, K2) 10

(5.2) "Job analysis decisions need to be future oriented and strategic". Do you agree? Justify your answer. (CO2, K5) 10

6. Answer any one of the following:-

(6.1) Explain the various Selection techniques. Outline the selection techniques which are popular in the Indian context. (CO3, K2) 10

(6.2) Discuss the advantages and disadvantages of recruiting through i) Internal Search ii) Employee Referrals iii) Unsolicited Walk-ins. (CO3, K2) 10

7. Answer any one of the following:-

(7.1) Explain the major problems and challenges faced in Performance Appraisal systems. Suggest measures to overcome them. (CO4, K2) 10

(7.2) Define Job Evaluation and explain its objectives and methods used for evaluating jobs in organizations. (CO4, K2) 10

8. Answer any one of the following:-

(8.1) Define the term 'Grievance'. Discuss its Features and types. (CO5, K2) 10

- (8.2) Define Trade Union and explain its objectives. How do trade unions contribute to employee welfare and organizational growth?”. (CO5, K2) 10

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