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Total Number of Pages: 02

Course: MBA  
Sub Code: 18MBA203

2<sup>nd</sup> Semester Regular / Back Examination: 2023-24

SUBJECT: Human Resource Management

BRANCH(S): BA, BM, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MBA(A&M), MBA(M&F),  
MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: P422

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

**Part-I**

**Q1 Answer the following questions :**

**(2 x 10)**

- What is off the job training?
- Why the process of socialization is necessary at workplace?
- How pay structure is determined?
- Is there any disadvantage of higher executive compensation?
- What is employee engagement?
- What is the significance of personal interview?
- How competency mapping helpful for both employer and employee?
- What are the social norms influence HR policies?
- Write a short note on dynamic HRM.
- What do you mean by potential mapping?

**Part-II**

**Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)**

**(6 x 8)**

- How you develop an equitable compensation system?
- Discuss the growing importance of HR information system.
- What is organization citizenship behaviour? How it is essential?
- Manpower planning is the foremost process of all HR functions. Discuss.
- Discuss the emergence and process of career planning.
- Explain the process of evaluation of training effectiveness with example.
- Distinguish performance and potential appraisal.
- Explain the process and significance of job evaluation.
- Selection is an elimination process. Comment.
- Personnel manager is also a strategic partner now days. Comment.
- Explain the process of training need analysis.
- Discuss the factors causing talent management more challenging.

**Part-III**

**Only Long Answer Type Questions (Answer Any Two out of Four)**

- Q3** How HRM is evolved with the changing business dynamics? Elucidate its importance and purposes. (16)
- Q4** Explain the determining factors of wage policy in India? Discuss how government regulates the compensation structure. (16)
- Q5** Elucidate different theories of wage. How significant these thoughts are in contemporary world? (16)
- Q6** What are the traditional and new types of training imparted to the employees in an organization? How technology disruption has helped training intervention? (16)