Paper Id: 252102

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Subject Code: BMB202

Roll No: | | | | | | | | | | | | | |

MBA
(SEM II) THEORY EXAMINATION 2024-25
HUMAN RESOURCE MANAGEMENT

TIME: 3 HRS

M.MARKS: 70

Note: Attempt all Sections. In case of any missing data; choose suitably.

SECTION A

1. Attempt *all* questions in brief. 02 x 7 = 14

Q.no.	Question	CO	Level
a.	Define Job design.	1	K2
b.	State any three differences between HRM and HRD.	2	K1
c.	Define vestibule training.	3	K1
d.	What is Critical Incident Technique of performance appraisal?	3	K3
e.	What do you mean by the term 'Dearness Allowance."	4	K2
f.	Outline the main purposes of employee safety programs.	5	K2
g.	What do you understand by the term Industrial Relations?	5	K1

SECTION B

2. Attempt any *three* of the following: 07 x 3 = 21

a.	What do you understand by Strategic Human Resource Management? State the common barriers to Strategic HRM.	1	K2
b.	Explain the process of Human Resource Planning and also discuss various ways to manage the surplus manpower in a company.	2	K3
c.	Differentiate between training and development. Discuss off-the- job methods of training.	3	K2
d.	Discuss various factors affecting employee compensation.	4	K2
e.	Explain the various measures that should be followed by a sales firm for promoting employee health.	5	K3

SECTION C

3. Attempt any *one* part of the following: 07 x 1 = 07

a.	Define Human Resource Management (HRM). Discuss its functions in the context of modern organizations.	1	K2
b.	Discuss the role of HR during mergers and acquisitions. What challenges does HR face in such scenarios?	1	K1

4. Attempt any *one* part of the following: 07 x 1 = 07

a.	Explain the various sources and methods of recruitment. Which method is most suitable in the IT industry and why?	2	K2
b.	Evaluate the changing role of HR managers in the context of AI (Artificial Intelligence) and automation. Provide a roadmap for reskilling HR professionals.	2	

5. Attempt any *one* part of the following: 07 x 1 = 07

a.	Define Training. Discuss the importance of training for employee development and organizational performance.	3	K2
b.	Differentiate between promotion, transfer, demotion, and separation. How are these used as tools in HR strategy?	3	K1

6. Attempt any *one* part of the following: 07 x 1 = 07

a.	Define Compensation Management. What are the key components and structure of an ideal compensation plan?	4	K2
b.	Explain various employee incentive schemes. How do they help in enhancing productivity?	4	K3

7. Attempt any *one* part of the following: 07 x 1 = 07

a.	Discuss the importance and legal provisions related to employee health and safety in Indian organizations.	5	K2
b.	What are the basic principles governing International Human Resource Management? Discuss its relevance in the current global business environment.	5	K2

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