MBA - DEGREE EXAMINATIONS, APRIL/MAY 2023
Second Semester
Master of Business Administration
20MBT202 - HUMAN RESOURCE MANAGEMENT
(Regulations 2020)

Duration: 3 Hours

Max. Marks: 100

PART - A (10 × 2 = 20 Marks)
Answer ALL Questions

		Marks, K-Level, CO
1.	Distinguish Personnel Management and Human Resource Management.	2,K1,CO1
2.	List out three Core aspects of Human Capital Management.	2,K1,CO1
3.	Relate factors Affecting Human Resource Planning.	2,K1,CO2
4.	Trace the methods of Socialization.	2,K1,CO2
5.	Define Executive Development.	2,K1,CO3
6.	Recall the difference between Explicit and Tacit Knowledge Management.	2,K1,CO3
7.	Infer CTC with suitable illustrations.	2,K2,CO4
8.	Select Objectives of Wage & Salary Administration.	2,K1,CO4
9.	Compare Open VS Closed Promotions.	2,K2,CO5
10.	Distinguish between 360 Degree and 720 Degree Performance Appraisal.	2,K2,CO5

PART - B (5 × 13 = 65 Marks)
Answer ALL Questions

11. a)	Examine Challenges to Human Resource Managers in the changing Global context.	13,K1,CO1
	OR	
b)	Identify the Functions of HR Manager in a manufacturing Organization.	13,K1,CO1
12. a)	Explain the process of Human Resource Planning with suitable illustrations.	13,K2,CO2
	OR	
b)	Explain Selection and Steps in Selection Process.	13,K2,CO2,
13. a)	Develop the Steps associated in the Process of Training.	13,K2,CO3
	OR	

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze; K5 – Evaluate; K6 – Create

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b) Restate Executive Compensation. Describe the components of Executive Compensation. Choose the factors affecting Executive Compensation. **13,K2,CO3**

14. a) Explain Career Planning Process with suitable Illustrations. **13,K2,CO4**

OR

b) Explain the factors Influencing Morale and devise a Methods of Measuring Employee Morale. **13,K2,CO4**

15. a) Evaluate Modern and Traditional Methods of Performance Appraisal. **13,K5,CO5**

OR

b) Judge the causes for Grievances. Evaluate the Steps in Model Grievance Procedure. **13,K5,CO5**

PART - C (1 × 15 = 15 Marks)
(Compulsory)

16 Nisar Shoes Ltd is a shoe company situated in Ranipet Vellore district Tamilnadu. The company was having a turnover of Rs.175 crores per annum. The total strength of employees is 325. The company had to operate on double shifts. The workers are paid overtime charges. To earn higher wages workers try to go slow during normal working hours and complete their targets during overtime hours. Though the manager could achieve his target and produced 5000 units but at a higher production cost. Moreover, the employees had salary issues at supervisory level. The salary of each supervisor was not the same. The promotion was on performance basis not on seniority basis. Hence there was strong politics among supervisors. **15,K4, CO6**

Questions:

1. In your point of view, what is lacking in management?
2. Identify the values missing in the production manager and the employees of the organization.
3. How can the supervisor's issues be solved?
4. As a HR manager, decide on the promotion policy of supervisors.

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze; K5 – Evaluate; K6 – Create

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