

16 FEB 2023

Reg. No.

Question Paper Code

21291

MBA - DEGREE EXAMINATIONS, NOV/DEC 2022

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

- | | <i>Marks,
K-Level, CO</i> |
|--|-------------------------------|
| 1. Define Human Resource Management. | 2,K1,CO1 |
| 2. List out the traits of a HR Manager. | 2,K1,CO1 |
| 3. Interpret the term Selection in your own words. | 2,K2,CO2 |
| 4. Define Stress Interview and state its significance. | 2,K1,CO2 |
| 5. List out the benefits of Training. | 2,K1,CO3 |
| 6. State the need for EDP. | 2,K1,CO3 |
| 7. Distinguish between Wage and Salary. | 2,K2,CO4 |
| 8. Infer CTC suitable illustration. | 2,K2,CO4 |
| 9. Define the term Demotion and Discharge. | 2,K1,CO5 |
| 10. Distinguish between Seniority and Merit. | 2,K1,CO5 |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

11. a) Describe the formulations of HR Policies. 13,K2,CO1
- OR**
- b) Explain the Evolution of Human Resource Management. Identify the Roles of HR Manager. 13,K2,CO1
12. a) Classify different Psychological Tests and explain. 13,K2,CO2
- OR**
- b) Explain the Socialization Process and trace the different types of induction. 13,K2,CO2
13. a) Examine Self Development. Develop a Self Development Model for Budding Executives. 13,K2,CO3

OR

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

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- b) Elaborate the steps associated in the Process of Training. 13,K2,CO3
14. a) Explain Steps in Career Development. Describe different types of Career Anchors. 13,K2,CO4
- OR**
- b) Appraise different Methods of State Regulation of Wages in fixing Compensation. 13,K2,CO4
15. a) Justify Objectives of Performance Appraisal. Summarize the steps in the Process of Performance Appraisal. 13,K4,CO5
- OR**
- b) Justify Types of Transfers, Judge the Reasons for Transfer. Propose a Transfer Policy. 13,K4,CO5

PART - C (1 × 15 = 15 Marks)

16. Aditya Communications Ltd is one of the top IT Arms operating at various locations both within the country and abroad. The average age of employees is around 25 years and the average rate of attrition in the company is around 18%. The company currently has an organizational culture rooted in traditional values and practices such as bureaucracy, dogmatic procedures and practices, respect for hierarchy, functional orientation, and comparatively rigid compensation structure. The HR head, in a review meeting with the SBU heads, has identified the following issues 15,K6,CO6

Building and sustaining the motivation levels of employees
Recruitment and retention of talented youngsters
Making the job assignments challenging
Providing learning opportunities to employees
Fast track career paths for star performers
To tackle these issues, the HR head has developed an action plan to be implemented over a period of one year to accomplish the following: Mapping the competencies of the employees
Evaluating human resources vis-à-vis the current and forecasted business strategies
Creating recruitment plans to meet the competency gaps
Retraining and redeployment plans
Framing and implementing a flexible compensation structure
Developing and implementing a comprehensive performance management system that can facilitate employee motivation, identify the training needs, provide for career progression, and more importantly, revise the compensation annually.

Questions:

1. Analyze this case and find the action plan for the challenges faced by the organization.
2. Enact a role-play for the case study and discuss its outcomes.