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Question Paper Code	12312
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MBA - DEGREE EXAMINATIONS, NOV / DEC 2023
Second Semesters
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. What is HRM? | <i>2,K1,CO1</i> |
| 2. Outline the scope of HRM. | <i>2,K2,CO1</i> |
| 3. List the challenges in administering HR policies. | <i>2,K1,CO1</i> |
| 4. Define HR Planning. | <i>2,K1,CO2</i> |
| 5. List the various types of Interviews. | <i>2,K1,CO2</i> |
| 6. What is meant by Employee Training? | <i>2,K1,CO3</i> |
| 7. Why do employees resist Training? | <i>2,K2,CO3</i> |
| 8. Differentiate between On-the-Job and Off-the-Job Training | <i>2,K2,CO3</i> |
| 9. List the objectives of Compensation. | <i>2,K1,CO4</i> |
| 10. Classify the various types of Promotion. | <i>2,K2,CO5</i> |

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

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| 11. a) Discuss in detail Evolution and recent developments of HRM in India and its impact. | <i>13,K2,CO1</i> |
| OR | |
| b) Define HRA. Explain the issues and concepts of HRA. | <i>13,K2,CO1</i> |
| 12. a) List the types of human resource planning and discuss about the needs for HRP. | <i>13,K2,CO2</i> |
| OR | |
| b) Discuss in detail the steps involved in selection process. | <i>13,K2,CO2</i> |
| 13. a) Explain On-the-Job & Off-the-Job methods of training. | <i>13,K2,CO3</i> |
| OR | |
| b) Explain the process of Executive Development. | <i>13,K2,CO3</i> |

14. a) Summarize the classification of wages and list out the difference between wage and salary. *13,K2,CO4*

OR

- b) Explain the various problems of Employee Benefits. *13,K2,CO4*

15. a) Explain in detail about Performance Management System and its benefits. *13,K2,CO5*

OR

- b) Identify the problems and purpose of transfer with suitable example. *13,K3,CO5*

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

16. a) HR people seem to have no other work.” Shouted Praveen, the Managing director of Apex Financial services. “You keep coming with great ideas on how to spend money. Where is the money? Now get me the hard facts on why we should change our benefits plan? “Continued Praveen. He has reason to lose his cool. Chetan, the HR manager felt it was time to review the benefits and hence he mooted the idea before his boss. Chetan did not expect Praveen to be so intemperate, but he was a bit comforted when Chetan was asked to get back with facts to justify revision of benefits. Back in his office, Chetan called in Maya, his deputy for help. *15,K6,CO5*

Questions:-

1. Assume that you are a part of the HR team assigned by Chetan and Maya to survey the present range to benefits offered by Apex Financial services.
2. Employee perception of the company’s present benefits programme.
3. The ranking the employees give to the existing or alternative benefits.