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Question Paper Code	13272
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MBA - DEGREE EXAMINATIONS, NOV / DEC 2024

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. Why is HR policy important for an organization?	2	K1	CO1
2. How would you apply the concept of HR accounting to measure employee contributions?	2	K1	CO1
3. Identify two outcomes of poor Human Resource Planning in an organization.	2	K3	CO2
4. What is the purpose of psychological tests in recruitment?	2	K1	CO2
5. Relate the term cost-benefit analysis in training.	2	K1	CO3
6. Identify outcomes of effective knowledge management.	2	K3	CO3
7. Define the term "compensation benchmarking."	2	K1	CO4
8. How does employee morale impact organizational performance?	2	K1	CO4
9. Compare formative and summative performance appraisal.	2	K2	CO5
10. Summarize the potential consequences of not addressing employee grievances.	2	K2	CO5

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

11. a) Evaluate the evolution of Human Resource Management (HRM) in India. 13 K5 CO1

OR

b) Critically analyze the components of HR accounting, such as human asset valuation and return on investment in training, and evaluate their impact on organizational decision-making. 13 K5 CO1

12. a) Discuss the relationship between Human Resource Planning and succession planning. How does effective HRP contribute to preparing future leaders within an organization? 13 K5 CO2

OR

b) Elaborate the stages in the selection process. Discuss how each stage contributes to finding the right fit for the organization and the candidate. 13 K5 CO2

13. a) Analyze the various methods employed in Executive Development Programs and assess their effectiveness in fostering essential leadership skills. 13 K4 CO3

OR

b) Examine the impact of self-development on career progression along with the role of organizations in facilitating self-development opportunities for employees. 13 K4 CO3

14. a) Explain how organizations can effectively integrate direct and indirect compensation to enhance employee satisfaction and engagement. 13 K2 CO4

OR

b) Summarize the importance of career planning and career development in fostering a culture of continuous learning within an organization. 13 K2 CO4

15. a) Examine how 360-degree feedback method can improve employee performance and accountability, and assess any challenges it may pose. 13 K5 CO5

OR

b) Analyze how organizations can effectively manage the transfer process to minimize disruption and maximize employee satisfaction. 13 K5 CO5

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

16. Design a comprehensive employee training and development program that addresses both current skills gaps and future organizational needs. How can this program be integrated into the company's overall HR strategy to ensure alignment with business goals? 15 K6 CO3