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Question Paper Code	14183
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**MBA - DEGREE EXAMINATIONS, NOV / DEC 2025**

Second Semester

**Master of Business Administration**

**24MBT202 - HUMAN RESOURSC E MANAGEMET**

Regulations - 2024

Duration: 3 Hours

Max. Marks: 100

**PART - A (10 × 2 = 20 Marks)**

Answer ALL Questions

	Marks	K- Level	CO
1. Relate the essential qualities of a Human Resource Manager.	2	K1	CO1
2. List the different types of Human Resource Policies.	2	K1	CO1
3. Match the contents of a good Induction Programme.	2	K1	CO2
4. Relate the different types of Interviews.	2	K1	CO2
5. Recall how Training is different from Education and Development.	2	K1	CO3
6. Differentiate between Explicit and Tacit Knowledge Management.	2	K2	CO3
7. Extend the Stages in Career Development Cycle.	2	K2	CO4
8. Rephrase the term Mentoring.	2	K2	CO4
9. Relate the objectives of Performance Appraisal.	2	K2	CO5
10. Mention the terms Positive and Negative Disciplines.	2	K1	CO5

**PART - B (5 × 13 = 65 Marks)**

Answer ALL Questions

11. a) Choose the Challenges to Human Resource Managers in the changing Global context.	13	K1	CO1
<b>OR</b>			
b) Match the Function of HR Manager in a manufacturing Organization.	13	K1	CO1
12. a) Extend the different Sources of Recruitment and suggest a best source for recruiting for trainee software professionals.	13	K2	CO2
<b>OR</b>			
b) Explain Selection. What are the steps associated in the selection process.	13	K2	CO2
13. a) Identify the different types of On-the Job and Off-the Job Executive Development Programmes.	13	K3	CO3
<b>OR</b>			
b) Develop the Steps that are involved in the Training Process.	13	K3	CO3
14. a) Examine the factors Influencing Morale. Devise the Methods of Measuring Employee Morale.	13	K4	CO4
<b>OR</b>			
b) Inspect the different Methods of State Regulation of Wages in fixing Compensation.	13	K4	CO4

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

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15. a) Explain performance Management. Examine the steps in the Performance Appraisal Process. 13 K5 CO5

**OR**

- b) Assess the causes for Grievances. Evaluate the Steps in Model Grievance Procedure. 13 K5 CO5

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

16. Regal Pharmaceuticals is a reputed company, known for its proactive HR policies and practices. The vision and the mission statements of the company also reflect the corporate social responsibility of undertaking environment friendly manufacturing activities. Some of the innovative HR practices of the company are as follows: Creating change management plans for preparing the company in the GATT scenario Culture building exercises that support self initiation, openness, honesty and integrity, team-work, etc. Career planning for good performers Challenging and learning assignments for grooming future leaders Sharing of knowledge management infrastructure, such as intranet, which nurture and support shared learning However, the chairman and managing director (CMD) of the company received a show cause notice from the Pollution Control Board on account of pollution created by one of the manufacturing units. The notice was well publicized in the print as well as electronic media and the company's image of being socially responsible was tainted. The PR managers carried out extensive campaigns clarifying the company's concern for the environment. The employees of the company were perplexed with the external information and started doubting the company's holy vision and mission statements and also the credibility of the top management. The HR head met with the PR managers and decided the course of action. He also organized personal meetings of the CMD and top executives with the employees in the corporate office as well as the manufacturing locations, apart from interviews to the media. The HR head in consultation with the PR managers created employee awareness groups (EAGs), which were empowered to inspect the pollution control mechanism being implemented by the company. The members of the EAG were counseled to tour the neighboring villages to create awareness about the responsible actions taken by the company.

**Questions**

1. Do you think that the company believes in practicing what it preaches?
2. Is the HR department proactive and does it display leadership capabilities in the crisis situation?