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Question Paper Code	13728
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MBA - DEGREE EXAMINATIONS, APRIL / MAY 2025

Second Semester

Master of Business Administration

20MBT202 / 24MBT202 - HUMAN RESOURCE MANAGEMENT

Regulations - 2020/2024

Duration: 3 Hours

Max. Marks: 100

PART - A (10 × 2 = 20 Marks)

Answer ALL Questions

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Answer ALL Questions			
	Marks	K-Level	CO
1. Define Human Resource Management.	2	K1	CO1
2. List any two challenges faced by HR professionals.	2	K1	CO1
3. Summarize the measures for effective HRP.	2	K2	CO2
4. Name the various types of interviews.	2	K1	CO2
5. What is the need for training?	2	K1	CO3
6. What is an Executive Development Programme (EDP)?	2	K1	CO3
7. What are fringe benefits?	2	K1	CO4
8. Explain succession planning.	2	K2	CO4
9. Summarize the limitations of performance appraisal.	2	K2	CO5
10. Rephrase the concept of retrenchment.	2	K2	CO5

PART - B (5 × 13 = 65 Marks)

Answer ALL Questions

11.	a)	Construct an effective HR policy for a start-up organization.	13	K3	CO1
		OR			
	b)	Examine the process and significance of HR auditing in firms.	13	K3	CO1
12.	a)	Inspect the methods and challenges in recruitment and selection.	13	K4	CO2
		OR			
	b)	Analyze the benefits of proper socialization in enhancing employee retention.	13	K4	CO2
13.	a)	Analyze the different methods of training, and distinguish the difference between them.	13	K4	CO3
		OR			
	b)	Examine the role of knowledge management and self-development in enhancing employee capabilities.	13	K4	CO3
14.	a)	Evaluate the effectiveness of succession planning in enhancing career development within an organization.	13	K5	CO4

OR

- b) Prioritize the factors affecting wage and salary administration and evaluate how they shape compensation strategies in large enterprises. 13 K5 CO4
15. a) Analyze the 360-degree and 720-degree performance appraisal methods, and compare their effectiveness in different organizational contexts. 13 K4 CO5

OR

- b) Examine the types of separations and their HR implications. 13 K4 CO5

PART - C (1× 15 = 15 Marks)

(Compulsory)

16. a) Innovate Solutions, a rapidly growing technology firm specializing in AI-powered solutions for the healthcare industry, has experienced rapid expansion since its founding five years ago. While the company has gained recognition for its innovative products, a significant challenge has emerged related to retaining its highly skilled workforce. Initially, the company attracted top-tier engineers and data scientists by offering engaging projects, a flexible work setting, and attractive compensation packages. However, with the company's growth, several issues have arisen. Many employees now feel that their opportunities for advancement within the organization are limited. The company's structure has become less dynamic, and while senior positions exist, the path toward achieving them isn't always clearly defined. Additionally, employees report an increased workload, which has led to higher levels of stress. The allure of higher salaries, more comprehensive benefits, and greater stability offered by competitor firms, especially larger and more established companies, is creating retention challenges. Some employees feel that their contributions are not adequately recognized or rewarded, despite the presence of an annual bonus program. The company's initial startup culture, which once fostered close collaboration and camaraderie, is transitioning into a more formal and potentially bureaucratic environment, causing some to miss the previous levels of autonomy and flexibility. The HR department is aware of these concerns, actively working to devise strategies for talent retention through employee surveys and focus groups. While concerned, the CEO views these challenges as "growing pains," expressing confidence in the company's ability to address them over time. Nevertheless, recent departures of key employees and a growing unease within the organization underscore the urgency of the situation.

Questions:-

1. What are the key factors contributing to the employee retention challenges at Innovate Solutions?
2. What are the long-term effects of high employee turnover on Innovate Solutions?