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# COER University

END SEMESTER EXAMINATION, EVEN SEM 2022-23

Time : 3 hours

Total Marks : 100

Program Name : MBA

Semester : II

Course Name : Human Resource Management

Course Code : MBA204/ SOB508

Note: All questions are compulsory. No student is allowed to leave the examination hall before the completion of the time.

Q. No 1	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Briefly describe the objectives and functions of HRM.	CO 1	2
(b)	Explain how does HRM support diversity, equity, and inclusion in the workplace, and what are some best practices in this area?	CO 1	2
(c)	Difference between HRM and traditional personnel	CO 1	2
(d)	Explain the relevance of HRM in modern organizations, and how does it impact the bottom line?	CO 1	2
(e)	Describe the strategies HR managers can use to attract, retain, and develop talented employees?	CO 1	2

Q. No 2	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Describe the purpose of human resource planning, and how does it contribute to organizational effectiveness?	CO 2	3
(b)	Explain the various different methods used for recruitment.	CO 2	2
(c)	Define Manpower Planning and its importance in Human Resource Management.	CO 2	2
(d)	Explain the methods are commonly used to assess candidates' skills, knowledge, and abilities during the selection process?	CO 2	3
(e)	How do organizations conduct interviews as part of the selection process, and what techniques can be employed to ensure effective candidate evaluation?	CO 2	3

Q. No 3	Attempt Any Four Parts. Each Question Carries 5 Marks.	CO	BL
(a)	Compare and contrast various training methods used in organizations, highlighting their advantages and disadvantages in different contexts.	CO 3	4
(b)	Assess the concept of HRD (Human Resource Development) and its significance in organizational growth and employee performance.	CO 3	4
(c)	Elaborate the process and importance of MDP.	CO 3	3
(d)	Compare and contrast different approaches to employee development, such as on-the-job training, mentoring, coaching, and workshops, and determine their suitability in various scenarios.	CO 3	4
(e)	Evaluate the importance of conducting a comprehensive training needs analysis in organizations, and explain the key steps involved in this process.	CO 3	4

Q. No 4	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Explain the concept of performance appraisal and discuss its objectives in evaluating employee performance.	CO 4	4
(b)	Discuss the concept of 360-degree performance appraisal and how it differs from traditional performance appraisal methods.	CO 4	4
(c)	Discuss the discharge and dismissal policy followed by organization.	CO 4	4
Q. No 5	Attempt Any Two Parts. Each Question Carries 10 Marks.	CO	BL
(a)	Explain the principles and major elements of compensation management, including job evaluation, salary structures, and performance-based pay.	CO 5	5
(b)	What do mean by the term Incentive. Also explain the various types of incentives and its objectives.	CO 5	4
(c)	Analyze the relationship between compensation management and employee motivation, and discuss the role of incentives and fringe benefits in driving employee performance and engagement.	CO 5	5

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