



Paper id: 252109

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Subject Code: KMBN202

Roll No:

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**MBA**  
**(SEM II) THEORY EXAMINATION 2024-25**  
**HUMAN RESOURCE MANAGEMENT**

**TIME: 3 HRS****M.MARKS: 100****Note:** Attempt all Sections. In case of any missing data; choose suitably.**SECTION A****1. Attempt all questions in brief.****2 x 10 = 20**

Q No.	Question	CO	Level
a.	Define the concept and function of Human Resource management.	1	K2
b.	Briefly discuss the various role of HR manager.	1	K2
c.	Define Job Analysis.	2	K2
d.	What are factors which affect HRP?	2	K2
e.	Distinguish between Wage and Salary.	3	K2
f.	Define the concept of Industrial Relations.	3	K2
g.	What is cultural shock?	4	K2
h.	Mention any two issues involved in International Performance Management.	4	K2
i.	Explain career planning.	5	K2
j.	Discuss non-analytical methods of job evaluation.	5	K2

**SECTION B****2. Attempt any three of the following:****10 x 3 = 30**

Q No.	Question	CO	Level
a.	State the difference between HRM and HRD with the help of relevant example	1	K2
b.	Explain the following terms: a) Placement b) Induction	2	K5
c.	What is compensation? Explain its components. Discuss the strategic importance of compensation system.	3	K3
d.	Explain the various sources of International Recruitment.	4	K3
e.	Examine the need of executive development. Explain any three methods of executive development.	5	K4

**SECTION C****3. Attempt any one part of the following:****10 x 1 = 10**

Q No.	Question	CO	Level
a.	How technology changes the dimensions of HR. Discuss the pros and cons of technology in the area of human resource management.	1	K3
b.	Differentiate between traditional HRM and Strategic HRM. What are the challenges of HRM in present scenario? Also suggest coping mechanism of deal with these challenges.	1	K3



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**TIME: 3 HRS****M.MARKS: 100****4. Attempt any one part of the following: 10 x 1 = 10**

Q No.	Question	CO	Level
a.	Discuss the process involved in Selection. How does it differ from recruitment? Briefly explain the methods of Selection.	2	K2
b.	Define Human Resource Planning. Discuss the objective of HRP. What is the process of HRP?	2	K2

**5. Attempt any one part of the following: 10 x 1 = 10**

Q No.	Question	CO	Level
a.	Explain the various factors that play a role on compensation decisions. Support your argument with examples	3	K6
b.	What are the causes of Industrial Disputes in India? Make suggestions for the minimization of industrial disputes.	3	K6

**6. Attempt any one part of the following: 10 x 1 = 10**

Q No.	Question	CO	Level
a.	Examine the legal provisions regarding health and safety of workers in factories.	4	K5
b.	International Human Resource Management is different from domestic Human Resource Management. Explain	4	K5

**7. Attempt any one part of the following: 10 x 1 = 10**

Q No.	Question	CO	Level
a.	What is the rationale of training in industry? Give an overview of the different methods of operative employees,	5	K4
b.	Do you really think 360-degree feedback method is a successful method of performance appraisal? Support your discussion with example.	5	K4