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B.M.S. College of Engineering, Bengaluru-560019

Autonomous Institute Affiliated to VTU

January / February 2025 Semester End Main Examinations

Programme: B.E.

Semester: VI

Branch: Institutional Elective

Duration: 3 hrs.

Course Code: 22IM6OEHRM

Max Marks: 100

Course: Human Resource Management

Instructions: 1. Answer any FIVE full questions, choosing one full question from each unit.
2. Missing data, if any, may be suitably assumed.

			UNIT - I			
			CO	PO	Marks	
Important Note: Completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages. Revealing of identification, appeal to evaluator will be treated as malpractice.	1	a)	List the objectives of Human Resource Management. At what point in the history did the concept of HRM emerge? explain.	CO1	-	10
		b)	Describe the primary responsibilities of Human Resource Manager and challenges faced by them.	CO3	PO2	10
OR						
	2	a)	List various methods of Man power forecasting. Explain any two man power forecasting with example	CO1	-	10
		b)	What is Job Description and Job specification? Describe the both for Software developer and Business analyst	CO3	PO2	10
			UNIT - II			
	3	a)	Explain internal and external factors affecting the recruitment?	CO1	-	06
		b)	With an example explain the elements of job advertisement for recruiting an employee to any company.	CO2	PO1	10
		c)	What can be used as selection criteria for short-listing purposes?	CO2	PO1	04
OR						
	4	a)	Discuss various categories of interviews? Explain possible ways of interviewing a candidate.	CO3	PO2	06
		b)	Discuss the characteristics of a good test. Explain various types of tests used in the selection process.	CO2	PO1	07
		c)	With a legible diagram explain how group discussion is conducted in a selection process based on a topic “Will AI replace jobs or create more opportunities?	CO2	PO1	07
			UNIT - III			
	5	a)	Apply the stages of executive or managerial training to a manager in any company who is required to develop and sustain employee engagement. Also list what are the significant features in order to make the program a success.	CO3	PO2	08

	b)	Explain On the-job training and off the-job training also discuss how formal On the job training programs are different from informal OJT.	CO2	PO1	06
	c)	Discuss the four techniques for on-the-job development. Among the various training methods which is the best training plan for the Chief officers? and why is it best?	CO2	PO1	06
		OR			
6	a)	Explain multi-rater feedback method which is the appraisal in a wider perspective. What are the four major component of multi-rater feedback performance appraisal?	CO2	PO1	10
	b)	Apply Ranking method in any company that assists management to evaluate and provide feedback on employee job performance. With an example propose the method which evolved to abolish the trend of rating most of the employees at a higher end of the scale. What is the advantage over this method over ranking method?	CO3	PO2	10
		UNIT - IV			
7	a)	What are the various types of Employee counselling? If you are a CEO in a company and you want the company to develop the right talent of people and mainly managers, in this context discuss the suggestions you give to develop and retain its employee personnel for its effective functioning in your company. Explain how do you arrive in this situation explain the method of counselling.	CO3	PO2	10
	b)	Outline a network of communication process to building and sustaining human relationships at work and explain each step.	CO4	PO2	10
		OR			
8	a)	What are the essential objectives of personnel Record? Assume you are in a education department and need to identify, prepare and implement the programmes for educators then what types of records becomes necessary to enable better analysis of the problems? explain each of them.	CO4	PO5	10
	b)	List different methods of Human Resource Accounting. Explain any two types.	CO4	PO5	10
		UNIT - V			
9	a)	What is Indian Factory Act? Explain with an example what necessitated the government to take timely steps facilitating amendments in the act.	CO3	PO2	10
	b)	Explain the most effective method of resolving industrial disputes that solves the problems arising between the management and the worker?	CO3	PO2	10
		OR			
10	a)	What are the Unfair labor practices? How are they associated with Trade union act? What are the policy that discuss on unfair labour practices?	CO2	PO1	10
	b)	What are Industrial relation approaches? Explain the terms i) Unitary (ii)Pluralistic and (iii)Marxist.	CO2	PO1	10
