

U.S.N.

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

Autonomous Institute Affiliated to VTU

**October 2024 Supplementary Examinations****Programme: B.E.****Branch: Institutional Elective****Course Code: 22IM6OEHRM****Course: Human Resource Management****Semester: VI****Duration: 3 hrs.****Max Marks: 100**

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

<b>Important Note:</b> Completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages. Revealing of identification, appeal to evaluator will be treated as malpractice.			<b>UNIT - I</b>	<b>CO</b>	<b>PO</b>	<b>Marks</b>
	1	a)	Define the term Human Resource Management. "Human resource management is a process of designing a management system", justify the statement	CO1	PO1	06
		b)	If you are starting a company and set the objectives, what policies will you propose for the successful functioning of the personnel management for lasting improvement in labor relations? Describe any two of them.	CO2	PO1	08
		c)	Apply brainstorming technique for forecasting Human resource in Human Resource Planning associated in any job? Do you agree that criticism should exist during implementation of this technique? Discuss what could be the advantages if criticism does not exist	CO3	PO2	06
			<b>UNIT - II</b>			
	2	a)	If you were an HR in XYZ company how do you describe the importance of Recruitment as fundamental activities of the HR team? Discuss the internal and external sources of Recruitment that match the needs of an organization	CO2	PO1	10
		b)	Discuss the job description and job specification for the following profession given below i) Cyber security analyst ii) Software backend engineer	CO2	PO1	06
		c)	What can be used as selection criteria for short-listing purposes?	CO1	-	04
			<b>OR</b>			
	3	a)	Discuss various categories of interviews? Explain possible ways of interviewing a candidate.	CO1	-	08

	b)	In a case study-based Group Discussion if you were 5 members in a team and let to contribute your positive thoughts towards providing the solution to the given topic on “Is social media Actually Connecting People?”, How do you arrive at this situation? Explain with relevant examples.	CO3	PO2	08
	c)	Explain the purpose of promotion on the basis of seniority and merit means with an example.	CO1	-	04
		<b>UNIT - III</b>			
4	a)	Apply the stages of executive or managerial training to a manager in any company that 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	10
	b)	Explain On the-job training and off the-job training also discuss different types of Off the job training	CO2	PO1	10
		<b>OR</b>			
5	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 assist 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
		<b>UNIT - IV</b>			
6	a)	What are the various types of Employee counseling? 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	CO3	PO2	08
	b)	Outline a network of communication process to building and sustaining human relationships at work	CO4	PO2	05
	c)	What are the essential objectives of personnel Record? Assume you are a manager and need to identify, prepare and implement training programmes for employees then what types of records becomes necessary to enable better analysis of the problems	CO5	PO4	07
		<b>UNIT - V</b>			
7	a)	What do you mean by Indian Factory Act? Explain with an example what necessitated the government to take timely steps facilitating amendments in the act.	CO3	PO2	07
	b)	Explain the most effective methods of resolving industrial disputes that solves the problems arising between the management and the worker?	CO3	PO2	07
	c)	Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.	CO2	PO1	06

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