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

Autonomous Institute Affiliated to VTU

June 2025 Semester End Main Examinations

Programme: B.E. **Semester: VI**
Branch: Institutional Elective **Duration: 3 hrs.**
Course Code: 23IM6OEHRM / 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
1	a)		Describe an organization you know well. In what ways did its HR policies & practices that contribute to the firm's strategic – management process?	CO2	PO1	**10**
	b)		What are the primary responsibilities of Human Resource managers?	CO1	-	**10**
			OR			
2	a)		What are the features of Job description and job specification in a process of Job Analysis? Support your answer with an example.	CO2	PO1	**10**
	b)		What are the different methods of manpower forecasting? Explain any five methods in detail.	CO1	-	**10**
			UNIT - II			
3	a)		Considering the pandemic situation as a HR manager how will you conduct E-Recruitment for the data analyst job post?	CO3	PO2	**12**
	b)		Obtain a network of Recruitment process of Human Resource acquisition Process	CO2	PO1	**08**
			OR			
4	a)		Explain the stages involved in Selection process	CO1	-	**10**
	b)		An interview to be effective should be properly planned and conducted on certain principles, what could be those principles?	CO2	PO1	**06**
	c)		Discuss the significance of promotion exit interview and group discussion	CO1	-	**04**
			UNIT - III			
5	a)		Consider you as a training manager in a production industry, what are the steps you involve in conducting On the Job training for the new recruited shop floor employees.	CO3	PO2	**12**
	b)		Explain 360- degree appraisal system conducted to evaluate the employees in the organization?	CO2	PO1	**08**

			OR			
6	a)		Discuss the objectives of and explain performance appraisal process	CO1	-	**08**
	b)		Performance appraisal methods are categorized in two ways traditional and modern methods, by your perspective explain any two best performance appraisal methods of traditional and modern methods	CO2	PO1	**08**
	c)		What are the advantages and disadvantages of performance appraisal	CO1	-	**04**
			UNIT - IV			
7	a)		Obtain a network communication process and what are the advantages of effective communication	CO1	-	**10**
	b)		Explain the characteristics, need, function of Human Resource Accounting	CO1	-	**10**
			OR			
8	a)		Explain the main objectives of Human Resource Accounting	CO1	-	**10**
	b)		Which is the non-monetary model used in the industry to evaluate Behavioral variable in the organization. Also mentions its merits and demerits.	CO2	PO1	**10**
			UNIT - V			
9	a)		Explain the most effective method of resolving industrial disputes that solves the problems arising between the management and the worker?	CO3	PO2	**07**
	b)		Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.	CO1	-	**06**
	c)		Explain Industrial Disputes act that constitute Unfair labor Practice	CO1	-	**07**
			OR			
10	a)		Explain the concept of Industrial Relations. What is the significance of good industrial relations and what are its objectives?	CO1	-	**10**
	b)		Explain the machinery for prevention of industrial disputes in India.	CO1	-	**10**

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