

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

Autonomous Institute Affiliated to VTU

September / October 2023 Supplementary Examinations

Programme: B.E.

Branch: Institutional Elective

Course Code: 21IM7IEHRM

Course: Human Resource Management

Semester: VII

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 suitably assumed.

UNIT - I

1 a) Explain the objectives and support functions of Human Resource Management. **10**
b) List different methods of Manpower Forecasting and explain any three in detail. **10**

UNIT - II

2 a) Analyze the role of Advertisement in the process of recruitment **10**
b) Evaluate different sources of Recruitment. **10**

OR

3 a) Illustrate and explain the steps involved in the selection process. **10**
b) Discuss the relevance of psychological testing in selection process. Also bring out the advantages and limitations of psychological testing. **10**

UNIT - III

4 a) Analyze any two approaches followed by organizations to train non-executives. **10**
b) Explain how performance appraisal can contribute to firm's competitive advantage. **10**

OR

5 a) What is Management by Objectives? Explain how this is used as a performance appraisal tool by organizations. **10**
b) Review different components of all round performance appraisal. **10**

UNIT - IV

6 a) Evaluate the importance of communication function in Personal Counseling process. **10**
b) What is Human Resource Accounting? List its advantages for organizations. **10**

UNIT - V

7 a) Explain the salient provisions of Indian Trade Union Act 1926. **10**
b) Provide an overview on Industrial Disputes settlement mechanisms in India. **10**
