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

Autonomous Institute Affiliated to VTU

February / March 2023 Semester End Main Examinations

Programme: B.E.

Semester: VII

Branch: Institutional Elective

Duration: 3 hrs.

Course Code: 21IM7IEHRM

Max Marks: 100

Course: Human Resource Management

Date: 22.02.2023

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

1	a) List and explain the functions and objectives of Human Resource Management.	10
	b) Distinguish between Job Description and Job Specification.	10

UNIT - II

2	a) Review different sources of Recruitment.	08
	b) Illustrate and explain the steps involved in the selection process.	12

OR

3	a) Justify the purpose of Induction programme as part of positioning new hires in organizations.	08
	b) Discuss the relevance of psychological testing in selection process. Also bring out the advantages and limitations of psychological testing.	12

UNIT - III

4	a) Analyze any two approaches followed by organizations to train 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) Bring out the need, criteria and techniques of evaluation of training results.	10

UNIT - IV

6	a) Evaluate the importance of communication function in Personal Counseling process.	10
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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.

b) What is Human Resource Accounting? List its advantages for organizations.

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UNIT - V

7 a) Write a note on:

10

(i) Board of Conciliation (ii) Adjudication

b) Provide an overview on Industrial Disputes settlement mechanisms in India excluding the one's mentioned in the previous question.

10

B.M.S.C.E. - ODD SEM 2022-23