

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

Autonomous Institute Affiliated to VTU

## February / March 2023 Semester End Main Examinations

**Programme: B.E.**

**Branch: Institutional Elective**

**Course Code: 21IM7IEHRM**

**Course: Human Resource Management**

**Semester: VII**

**Duration: 3 hrs.**

**Max Marks: 100**

**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**

**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. **10**

**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 **10**  
excluding the one's mentioned in the previous question.

\*\*\*\*\*

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