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

Autonomous Institute Affiliated to VTU

## January / February 2025 Semester End Main Examinations

**Programme: B.E.**

**Branch: Institutional Elective**

**Course Code: 21IM7OEHRM**

**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 be suitably assumed.

			<b>UNIT - I</b>		<b>CO</b>	<b>PO</b>	<b>Marks</b>
<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.	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	<b>10</b>
		b)	What are the primary responsibilities of Human Resource managers?		CO1	-	<b>10</b>
<b>OR</b>							
	2	a)	Apply any one technique of forecasting Human Resources for the job marketing executive, discuss the steps involved for forecasting		CO2	PO1	<b>10</b>
		b)	What is Job Description and Job specification? Describe the both for Marketing Executive and Program analyst		CO1	-	<b>10</b>
			<b>UNIT - II</b>				
	3	a)	Considering the pandemic situation as a HR manager how will you conduct E-Recruitment for the data analyst is post?		CO3	PO2	<b>10</b>
		b)	Obtain a network of Recruitment process of Human Resource acquisition Process and explain each step.		CO2	PO1	<b>10</b>
<b>OR</b>							
	4	a)	Explain the stages involved in selection the process		CO1	-	<b>10</b>
		b)	An interview to be effective should be properly planned and conducted on certain principles. Explain those principles?		CO2	PO1	<b>06</b>
		c)	Discuss the significance of promotion exit interview and group discussion		CO1	-	<b>04</b>
			<b>UNIT - III</b>				
	5	a)	Consider you as a training manager in a production industry.		CO3	PO2	<b>12</b>

		What are the steps you involve in conducting On the Job training for the newly recruited shop floor employees.			
	b)	Explain 360- degree appraisal system conducted to evaluate the employees in the organization?	CO2	PO1	<b>08</b>
		<b>OR</b>			
6	a)	Discuss the objectives of and explain performance appraisal process.	CO1	-	<b>08</b>
	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	<b>08</b>
	c)	What are the advantages and disadvantages of performance appraisal.	CO1	-	<b>04</b>
		<b>UNIT - IV</b>			
7	a)	Obtain a network communication process and what are the advantages of effective communication	CO1	-	<b>10</b>
	b)	Explain the characteristics, need, function of Human Resource Accounting	CO1	-	<b>10</b>
		<b>OR</b>			
8	a)	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? explain each of them.			<b>10</b>
	b)	List different methods of Human Resource Accounting. Explain any three types.			<b>10</b>
		<b>UNIT - V</b>			
9	a)	Explain the most effective method of resolving industrial disputes that solves the problems arising between the management and the worker?	CO3	PO2	<b>10</b>
	b)	Describe Industrial settlement act. Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.	CO1	-	<b>10</b>
		<b>OR</b>			
10	a)	What is Indian Factory Act? Explain with an example what necessitated the government to take timely steps facilitating amendments in the act.	CO3	PO2	<b>10</b>
	b)	What are the Unfair labor practices? How are they associated with Trade union act? Explain the policy that discuss on unfair labour practices?	CO3	PO2	<b>10</b>

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