

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.

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.			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)	Apply any one technique of forecasting Human Resources for the job marketing executive, discuss the steps involved for forecasting	CO2	PO1	10
		b)	What is Job Description and Job specification? Describe the both for Marketing Executive and Program analyst	CO1	-	10
			UNIT - II			
	3	a)	Considering the pandemic situation as a HR manager how will you conduct E-Recruitment for the data analyst is post?	CO3	PO2	10
		b)	Obtain a network of Recruitment process of Human Resource acquisition Process and explain each step.	CO2	PO1	10
			OR			
	4	a)	Explain the stages involved in selection the process	CO1	-	10
		b)	An interview to be effective should be properly planned and conducted on certain principles. Explain 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.	CO3	PO2	12

		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	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)	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.			10
	b)	List different methods of Human Resource Accounting. Explain any three types.			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	10
	b)	Describe Industrial settlement act. Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.	CO1	-	10
		OR			
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	10
	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	10
