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

Autonomous Institute Affiliated to VTU

## January 2024 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>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.			<b>UNIT - I</b>	<b>CO</b>	<b>PO</b>	<b>Marks</b>
	1	a)	List and explain the functions and objectives of Human Resource Management.	CO1	PO1	10
		b)	Distinguish between Job Description and Job Specification. Illustrate with suitable example for each.	CO1	PO1	10
			<b>UNIT - II</b>			
	2	a)	Review different sources of Recruitment.	CO2	PO1	8
		b)	Illustrate and explain the steps involved in the selection process.	CO2	PO1	12
			<b>OR</b>			
	3	a)	Discuss the relevance of psychological testing in selection process. Also bring out the advantages and limitations of psychological testing.	CO2	PO1	10
		b)	Justify the purpose of Induction programme as part of positioning new hires in organizations.	CO2	PO1	10
			<b>UNIT - III</b>			
	4	a)	"Training and Development is a source of Competitive edge for organizations". Elaborate	CO3	PO2	10
		b)	What is Management by Objectives? Explain how this is used as a performance appraisal tool by organizations	CO3	PO2	10
			<b>OR</b>			
	5	a)	Explain how performance appraisal can contribute to firm's competitive advantage.	CO3	PO2	10
		b)	Bring out the need, criteria and techniques of evaluation of training results.	CO3	PO2	10

			<b>UNIT - IV</b>			
6	a)	Evaluate the importance of communication function in Personal Counseling process.	CO4	PO9 PO10	<b>10</b>	
	b)	What is Human Resource Accounting? List its advantages for organizations.	CO4	PO5	<b>10</b>	
		<b>UNIT - V</b>				
7	a)	Provide an overview on Industrial Disputes settlement mechanisms in India .Review any five mechanisms.	CO5	PO2	<b>10</b>	
	b)	Enumerate the features of Indian Trade Union Act.	CO5	PO2	<b>10</b>	

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B.M.S.C.E. - ODD SEM 2023-24