

U.S.N.								
--------	--	--	--	--	--	--	--	--

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

Autonomous Institute Affiliated to VTU

## January 2024 Semester End Main Examinations

**Programme: B.E.**

**Semester: VII**

**Branch: Institutional Elective**

**Duration: 3 hrs.**

**Course Code: 21IM7OEHRM**

**Max Marks: 100**

**Course: Human Resource Management**

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

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

\*\*\*\*\*

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