

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

Autonomous Institute Affiliated to VTU

January / February 2025 Semester End Main Examinations

Programme: B.E.

Semester: VII

Branch: Institutional Elective

Duration: 3 hrs.

Course Code: 22IM7OEHRM

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.

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)	What are the primary responsibilities of Human Resource managers?	CO1	-	08
		b)	Describe a company you are familiar with. In what ways did its HR policies & practices that contribute to the firm's strategic – management process?	CO2	PO1	12
			OR			
	2	a)	Acquire the network and engage in a discussion regarding the Human Resource Planning process, which includes the forecasting of supply and demand.	CO2	PO1	10
		b)	What are the features of Job description and job specification in a process of Job Analysis	CO1	-	10
			UNIT - II			
	3	a)	Considering the pandemic situation as a HR manager how will you conduct E-Recruitment for the software developer post?	CO2	PO1	10
		b)	List the internal and external factors which are affecting recruitment process in the firm.	CO1	-	10
			OR			
	4	a)	Explain the stages involved in Selection process	CO1	-	10
		b)	An interview to be effective should be properly planned and conducted on certain principles, what could be those principles?	CO3	PO2	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 non-profitable organization, what are the steps you involve in conducting On the Job training for the new recruited shop floor employees.	CO3	PO2	12
	b)	Explain 360- degree appraisal system conducted to evaluate the employees in the organization?	CO1	-	08
		OR			
6	a)	Consider you as a panel member in the employee interview process. How will conduct the following types of interviews: i. One to one interview ii. Sequential interview iii. Panel interview	CO2	PO1	10
	b)	Assume you are currently operating an appraisal system in your organization. How will you carry out the appraisal process in your organization?	CO3	PO2	10
		UNIT - IV			
7	a)	Explain the main objectives of Human Resource Accounting	CO1	-	10
	b)	Which is the non-monetary model used in the industry to evaluate Behavioral variable in the organization. Also mentions its merits and demerits.	CO1	-	10
		OR			
8	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
		UNIT - V			
9	a)	Explain the most effective method of resolving industrial disputes that solves the problems arising between the management and the worker?	CO1	-	07
	b)	Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.	CO1	-	06
	c)	Explain Industrial Disputes act that constitute Unfair labor Practice	CO1	-	07
		OR			
10	a)	Explain the concept of Industrial Relations. What is the significance of good industrial relations and what are its objectives?	CO1	-	10
	b)	Explain the machinery for prevention of industrial disputes in India.	CO1	-	10
