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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.**

**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.

|   |                  |    | <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) | What are the primary responsibilities of Human Resource managers?  |  |  | <i>CO1</i> | -          | <b>08</b>    |
|   |                  | 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? |  |  | <i>CO2</i> | <i>PO1</i> | <b>12</b>    |
|   | <b>OR</b>        |    |  |  |  |            |            |              |
|   | 2                | a) | Acquire the network and engage in a discussion regarding the Human Resource Planning process, which includes the forecasting of supply and demand.   |  |  | <i>CO2</i> | <i>PO1</i> | <b>10</b>    |
|   |                  | b) | What are the features of Job description and job specification in a process of Job Analysis  |  |  | <i>CO1</i> | -          | <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 software developer post?                               |  |  | <i>CO2</i> | <i>PO1</i> | <b>10</b>    |
|   |                  | b) | List the internal and external factors which are affecting recruitment process in the firm.  |  |  | <i>CO1</i> | -          | <b>10</b>    |
|   | <b>OR</b>        |    |  |  |  |            |            |              |
|   | 4                | a) | Explain the stages involved in Selection process   |  |  | <i>CO1</i> | -          | <b>10</b>    |
|   |                  | b) | An interview to be effective should be properly planned and conducted on certain principles, what could be those principles?                         |  |  | <i>CO3</i> | <i>PO2</i> | <b>06</b>    |
|   |                  | c) | Discuss the significance of promotion exit interview and group discussion  |  |  | <i>CO1</i> | -          | <b>04</b>    |

| <b>UNIT - III</b> |    |  |     |     |           |
|-------------------|----|--|-----|-----|-----------|
| 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 | <b>12</b> |
|                   | b) | Explain 360- degree appraisal system conducted to evaluate the employees in the organization?  | CO1 | -   | <b>08</b> |
| <b>OR</b>         |    |  |     |     |           |
| 6                 | a) | Consider you as a panel member in the employee interview process. How will conduct the following types of interviews:<br>i. One to one interview<br>ii. Sequential interview<br>iii. Panel interview | CO2 | PO1 | <b>10</b> |
|                   | 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 | <b>10</b> |
| <b>UNIT - IV</b>  |    |  |     |     |           |
| 7                 | a) | Explain the main objectives of Human Resource Accounting   | CO1 | -   | <b>10</b> |
|                   | 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 | -   | <b>10</b> |
| <b>OR</b>         |    |  |     |     |           |
| 8                 | 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>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?   | CO1 | -   | <b>07</b> |
|                   | b) | Explain Industrial relation approaches i) Unitary (ii)Pluralistic and (iii)Marxist.  | CO1 | -   | <b>06</b> |
|                   | c) | Explain Industrial Disputes act that constitute Unfair labor Practice  | CO1 | -   | <b>07</b> |
| <b>OR</b>         |    |  |     |     |           |
| 10                | a) | Explain the concept of Industrial Relations. What is the significance of good industrial relations and what are its objectives?  | CO1 | -   | <b>10</b> |
|                   | b) | Explain the machinery for prevention of industrial disputes in India.  | CO1 | -   | <b>10</b> |

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