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

Autonomous Institute Affiliated to VTU

April 2025 Semester End Make-Up Examinations

Programme: B.E.

Semester: VII

Branch: Common to all Branches

Duration: 3 hrs.

Course Code: 22IM70EHRM

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)	Discuss the evolution of Human Resource Management. How has it transformed from traditional personnel management to strategic HRM?	CO1	PO1	10
		b)	Explain the importance of forecasting in HRP. What are the techniques used for manpower forecasting?	CO1	PO1	10
			OR			
	2	a)	Explain the objectives and policies of HRM	CO1	PO1	10
		b)	Distinguish between job description and job specification.	CO1	PO1	10
			UNIT - II			
	3	a)	Describe the steps involved in the selection process	CO2	PO1	10
		b)	List the various sources of manpower. Discuss the advantages and disadvantages of each source.	CO2	PO2	10
			OR			
	4	a)	Distinguish between recruitment and selection	CO2	PO1	10
		b)	What is a Group Discussion (GD)? Explain the role of GD in selection process	CO2	PO2	10
			UNIT - III			
	5	a)	Perform a Training Needs Analysis (TNA) of a Foreman working in a Medium size manufacturing organization. Make appropriate assumptions in carrying out TNA	CO3	PO3	10
		b)	What is performance appraisal? List various methods and explain any one of them	CO3	PO3	10

			OR			
	6	a)	Explain Kirkpatrick model for evaluating the effectiveness of training programs	CO3	PO3	10
		b)	Explain the concept of on-the-job training. Discuss its advantages and limitations.	CO3	PO3	10
			UNIT - IV			
	7	a)	With a suitable example, explain the communication process used for building sustainable human relations.	CO4	PO1	10
		b)	What is counselling? Explain its role in HRM	CO4	PO1	10
			OR			
	8	a)	What is communication? Explain the various functions of communication	CO4	PO1	10
		b)	Explain the procedure involved in human resource accounting	CO4	PO1	10
			UNIT - V			
	9	a)	Explain Indian Trade Union act.	CO5	PO1	10
		b)	What is an industrial dispute? Explain how industrial disputes are resolved	CO5	PO1	10
			OR			
	10	a)	List the salient features of Indian Factories Act	CO5	PO1	10
		b)	Distinguish between compulsory and voluntary arbitration	CO5	PO1	10
