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

Autonomous Institute Affiliated to VTU

## September / October 2023 Supplementary Examinations

**Programme: B.E.**

**Branch: Mechanical Engineering**

**Course Code: 20ME6DEHRM**

**Course: Human Resource Management**

**Semester: VI**

**Duration: 3 hrs.**

**Max Marks: 100**

**Date: 27.09.2023**

**Instructions:** 1. Answer any FIVE full questions, choosing one full question from each unit.  
2. Missing data, if any, may be suitably assumed.

### UNIT - I

1	a) Discuss the nature of Human Resource Management.	10
	b) Explain the objectives of HRM.	10

### OR

2	a) Describe the future Challenges before HR managers.	10
	b) Discuss in brief (i) HRP (ii) Job Analysis	10

### UNIT - II

3	a) What is the concept of Recruitment and discuss the various sources of recruitment.	10
	b) Describe the different types of interviews and interview process.	10

### UNIT - III

4	a) Describe the different methods of performance appraisal.	10
	b) Discuss the different types of employee transfer.	10

### OR

5	a) Highlights the need and objective of training and developments in an organization.	10
	b) Discuss the employee retention strategies in an organization.	10

### UNIT - IV

6	a) Explain the factors influencing the determination of wage rates.	10
	b) Discuss the benefits administration and employee welfare.	10

### UNIT - V

7	a) Define industrial relations and discuss the nature of industrial relations.	10
	b) Elaborate the various factor affecting employee – employer relationship strategy.	10

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**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.