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

Autonomous Institute Affiliated to VTU

July 2023 Semester End Main Examinations

Programme: B.E.

Branch: Mechanical Engineering

Course Code: 20ME6DEHRM

Course: Human Resource Management

Semester: VI

Duration: 3 hrs.

Max Marks: 100

Date: 19.07.2023

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		
			CO	PO	Marks
1	a)	Describe the Evolution of HRM.	<i>CO1</i>	<i>PO1</i>	10
	b)	Discuss the Challenges faced by the HR Managers.	<i>CO1</i>	<i>PO1</i>	10
OR					
2	a)	Explain “Quality of Work Life” in contest of job design.	<i>CO2</i>	<i>PO1</i>	10
	b)	Discuss the external factors influencing Human resource planning.	<i>CO2</i>	<i>PO1</i>	10
UNIT - II					
3	a)	Explain different types of interviews conducted during selection process.	<i>CO2</i>	<i>PO1</i>	10
	b)	Explain the factors affecting the recruitment policy.	<i>CO2</i>	<i>PO1</i>	10
UNIT - III					
4	a)	Explain Modern Performance Appraisal Methods.	<i>CO2,3</i>	<i>PO1</i>	10
	b)	Explain any five “ON THE JOB” training techniques.	<i>CO2,3</i>	<i>PO1</i>	10
OR					
5	a)	Explain different types of external Mobility of employee.	<i>CO2,3</i>	<i>PO1</i>	10
	b)	Explain the key factors to be considered for effective Right – sizing.	<i>CO2,3</i>	<i>PO1</i>	10
UNIT - IV					
6	a)	Discuss the components of Salary structure.	<i>CO2,3</i>	<i>PO1,8</i>	10
	b)	Explain the various incentive plans offered for employees in an organization.	<i>CO2,3</i>	<i>PO1,8</i>	10
UNIT - V					
7	a)	Discuss the significance of Industrial Relations.	<i>CO4</i>	<i>PO1,8</i>	10
	b)	Discuss Dunlop’s model on employment relations.	<i>CO4</i>	<i>PO1,8</i>	10

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.
