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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.

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