

Sub:	HUMAN RESOURCE MANAGEMENT					Code:	16MBA21		
Date:	24.04.2017	Duration:	90 mins	Max Marks:	40	Sem:	II	Branch:	MBA

		Marks		OBE	
		CO	RBT		
Part A - Answer Any Two Full Questions (16*02=32 Marks)					
1 (a)	<p>Give the meaning of induction? State the objectives of Induction</p> <p>Induction of Employee is the first step towards gaining an employees' commitment, Induction is aimed at introducing the job and organization to the recruit and him or her to the organization. Induction involves orientation and training of the employee in the organizational culture, and showing how he or she is interconnected to (and interdependent on) everyone else in the organization.</p> <p>Objectives</p> <ol style="list-style-type: none"> 1. To reduce the initial anxiety all new entrants feel when they join a new job in a new organisation. 2. To familiarize the new employees with the job, people, work-place, work environment and the organisation. 3. To facilitate outsider – insider transition in an integrated manner. 4. To reduce exploitation by the unscrupulous co-workers. 5. To reduce the cultural shock faced in the new organisation 	[02]	CO1	L1	
(b)	<p>What do you mean by On the Job Training, also discuss any 2 methods of On the Job Training</p> <p>On the job training requires that the employee work under an experienced person from whom he has to learn the new skills. This model of training has the advantage that the employee is learning in real life situation and hence retentive ability is highest. Also there is immediate feedback as to the results. Whereas in classroom training one has to wait to see how the employee applies the skills learned, on the job training the employer is able to see immediately whether the employee has acquired the skill or not. This mode of training is cheap as there are no extra expenses to be paid.</p> <p>Job Rotation , Coaching</p>	[06]	CO2	L2	

2 (a)	<p>Define the term training, and also give the meaning of Career Planning</p> <p>Training: This activity is both focused upon, and evaluated against, the job that an individual currently holds.</p> <p>The Career Development & Succession Planning (CDSP) solution empowers organizations as they plan for the future. Our CDSP increases visibility by enabling organizations to easily identify and develop top talent. In addition to grooming upcoming talent to move into key positions, you can effortlessly identify and remedy gaps in your succession planning.</p>	[02]	CO2	L1
(c)	<p>Elaborate recruitment practices in India.</p> <p>Causal callers or employment seekers</p> <p> Newspaper advertisements</p> <ul style="list-style-type: none"> • Employment exchanges • Internal advertisement • Relative and friends • Employee recommendations • Institutions • Internal sources through promotion and transfer 	[08]	CO3	L4
3 (a)	<p>Define vestibule Training</p> <p>A method of job training where educational facilities approximate real working conditions and are equipped with actual production machinery.</p>	[02]	CO3	L1
(c)	<p>Illustrate training practices method in India</p> <p>Training methods:-</p> <p> I. On the job training-</p> <p> a) Job rotation</p> <p> b) Coaching</p> <p> c) Understudy</p>	[08]	CO1	L4

	<p>d) Mentoring</p> <p>e) Job instruction training</p> <p>II. Off the job training-</p> <p>a) Lectures</p> <p>b) Simulations</p> <p>c) Case study</p> <p>d) Role play</p> <p>e) In basket exercise</p> <p>f) Seminar</p> <p>g) Group discussion</p>		
	Part B - Compulsory (01*08=08 marks)		
4			
(a)	<p>Analyze You are the new employee of XYZ company, how will you progress in your job, discuss with help of stages in the career of an employee.</p> <ul style="list-style-type: none"> ➤ Growth ➤ Development ➤ Establishment ➤ Maintenance ➤ Decline 	[04]	CO2 L4
(b)	<p>If you are the HR head how will you assess and manage employee separation of your company.</p> <p>Ans: 1)Notify the security 2) close all Email ans other IT application. 3) NOC from all other dept.</p>	[04]	CO3 L5

Course Outcomes		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
CO1:	To understand the HRM concepts and theory	1a 1b 6c	3b	5a						
CO2:	To obtain an overview of various HRM functions and practices	3a	2a 4a							
CO3:	To gain an insight into the various statutory provisions			5b						

Cognitive level	KEYWORDS
L1	List, define, tell, describe, identify, show, label, collect, examine, tabulate, quote, name, who, when, where, etc.
L2	summarize, describe, interpret, contrast, predict, associate, distinguish, estimate, differentiate, discuss, extend
L3	Apply, demonstrate, calculate, complete, illustrate, show, solve, examine, modify, relate, change, classify, experiment, discover.
L4	Analyze, separate, order, explain, connect, classify, arrange, divide, compare, select, explain, infer.
L5	Assess, decide, rank, grade, test, measure, recommend, convince, select, judge, explain, discriminate, support, conclude, compare, summarize.

PO1 - *Engineering knowledge*; PO2 - *Problem analysis*; PO3 - *Design/development of solutions*; PO4 - *Conduct investigations of complex problems*; PO5 - *Modern tool usage*; PO6 - *The Engineer and society*; PO7- *Environment and sustainability*; PO8 - *Ethics*; PO9 - *Individual and team work*; PO10 - *Communication*; PO11 - *Project management and finance*; PO12 - *Life-long learning*