

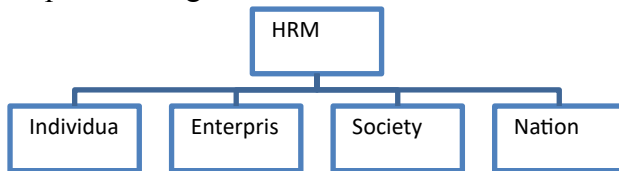
Internal Assessment Test - 1\_Answer Key

Sub:	Human Resource Management						Code:	20MBA21	
Date:	10/06/2021	Duration:	90 mins	Max Marks:	50	Se m:	II	Branch:	MBA -A & B

Mark s	OBE	
	CO	RBT
[03]	CO1	L4
[07]	CO2	L1
[10]	CO2	L2

**Part A -Answer Any Two Full Questions (20\*02=40 Marks)**

1(a) Explain the significance of Human Resource Management.

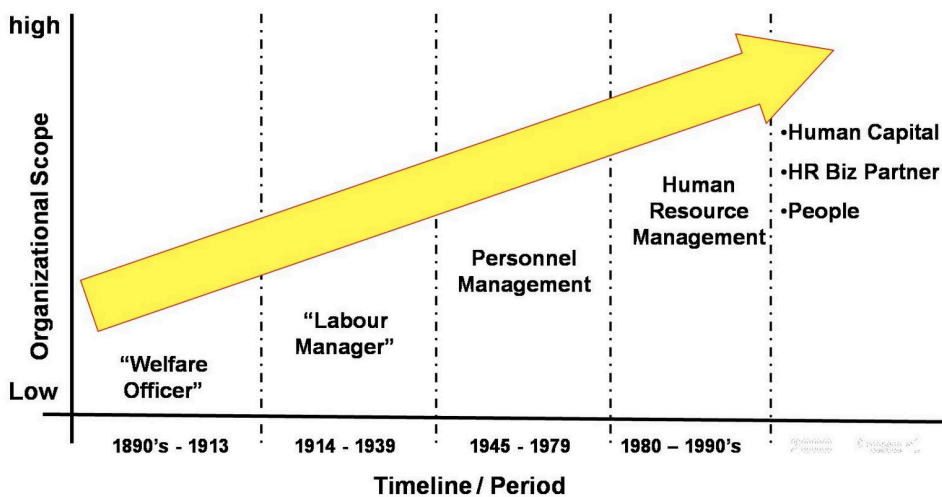


(b) Describe the major principles of HRM.

1. Principle of individual development principle of scientific selection
2. Principle of free flow of communication
3. Principle of participation
4. Principle OF FAIR REMUNERATION

(c) Discuss the evolution of Human Resource Management.

**Evolution of HRM ...**



2(a) Differentiate between skills, knowledge and abilities with example.

[03]

CO1	L2
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Teaching – Skill

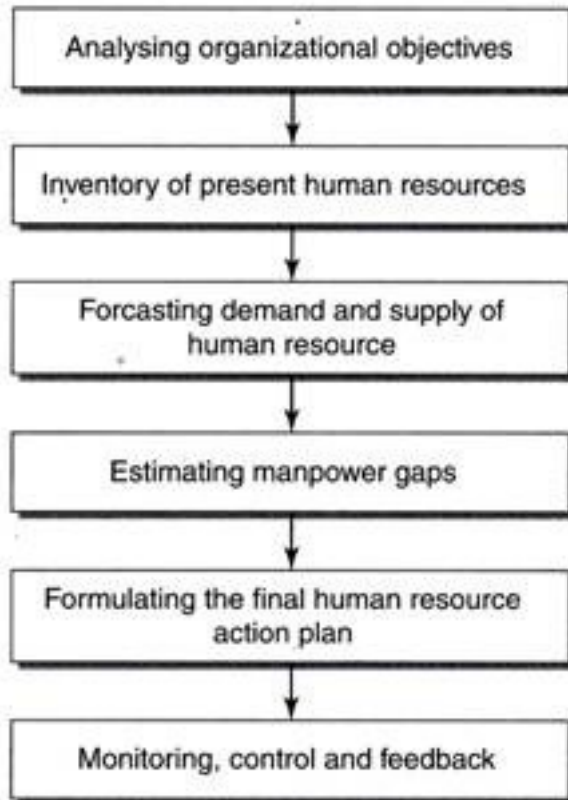
Subject Expertise – Knowledge

Controlling the class - Ability

(b) Discuss the steps involved in human resource planning process.

[07]

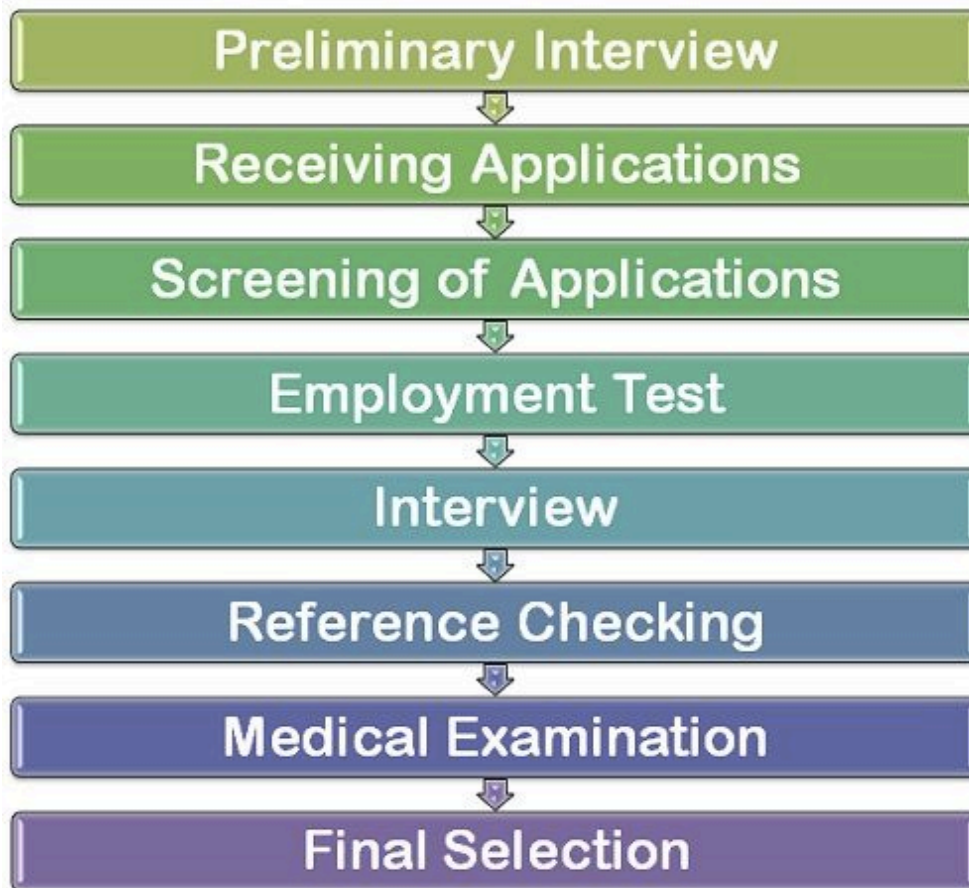
CO2	L5
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**Fig. 5.3** Steps in Human Resource Planning

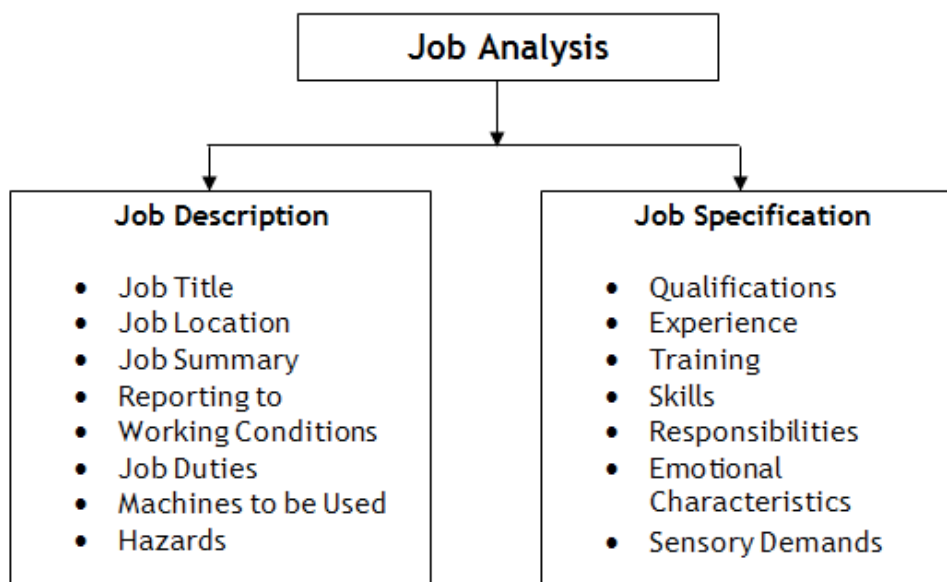
(c) Briefly discuss all the steps involved in the selection process.

[10] CO1 L2



3(a) Define “Job description” and “Job Specification”.

[03] CO2 L1

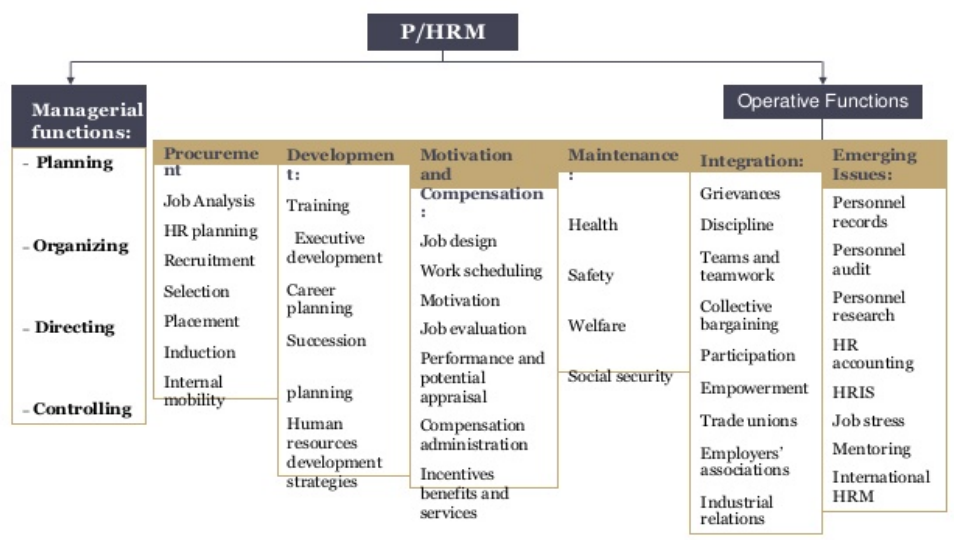


(b) What are the functions of Human Resource Management?

[07]

CO2	L1
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# Functions of HRM





Course Outcomes		PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7
CO1:	Gain practical experience in the field of Human Resource Concepts, functions and theories.	2a,	2c, 1a					
CO2:	Acquire the conceptual insight of Human Resource and various functions of HR	3b,2 b, 1b	1c			4a,b ,3a	3c	
CO3:	Apply personnel, managerial and welfare aspects of HR.							
CO4	Develop a greater understanding about HR practices, analyse the trends in the field of HR.							

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 - Knowledge application; PO2 - Analytical and logical thinking; PO3 - Team work;  
 PO4 - Leadership; PO5 - life-long learning; PO6 - Analyze and practice aspects of business; PO7- Personal and Societal growth;

