



Second Semester MBA Degree Examination, Dec.2025/Jan.2026
Human Resource Management

Time: 3 hrs.

Max. Marks: 100

- Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.**
2. Question No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.

			M	L	C
Q.1	a.	Define Human Resource Management.	3	L1	CO1
	b.	Explain the functions of HRM.	7	L2	CO1
	c.	Discuss current trends in HRM.	10	L3	CO4
Q.2	a.	Define HR Planning.	3	L1	CO1
	b.	Explain the Process of Job Analysis.	7	L2	CO2
	c.	Define the term Recruitment? Discuss the Sources of Recruitment in detail.	10	L3	CO2
Q.3	a.	What do you mean by Industrial Relations?	3	L1	CO1
	b.	Explain types of Performance rating systems.	7	L2	CO2
	c.	Discuss the factors affecting compensation structure.	10	L2	CO3
Q.4	a.	What is Performance Management?	3	L1	CO2
	b.	Explain the objectives of industrial relations.	7	L2	CO3
	c.	Discuss the different methods of Training in detail.	10	L2	CO2
Q.5	a.	Define Small and Medium Enterprises.	3	L1	CO1
	b.	Explain the impact of Weak Adoption of HRM in SMEs	7	L1	CO4
	c.	Explain the factors affecting Innovation process in Organization.	10	L2	CO2
Q.6	a.	Define HRMIS.	3	L1	CO1
	b.	Discuss the principles of Human Resource Management.	7	L2	CO1
	c.	Enumerate the differences between service sector and manufacturing sector.	10	L2	CO4
Q.7	a.	What do you mean by Total Compensation?	3	L3	CO3
	b.	Discuss the factors affecting Employee Well Being	7	L2	CO5
	c.	Explain the steps in implementing an HRIS with its Benefits.	10	L3	CO5

Compulsory Questions

Q.8	<p>Steve Power Inc. has encountered difficulty over the last few years in filling its middle management positions. The company, which manufactures and sells complex machinery, is organized into size semi-autonomous manufacturing departments. Top management believes that it is necessary for their departmental managers to know the product lines and the manufacturing process, because many managerial decisions must be made at that level. Therefore, the company originally recruited employees from within. However, they soon found that employees elevated to the middle management level often lack the skills necessary to discharge their new duties. A decision then was made to recruit from outside. Particularly from educational institutes with sound industrial management programmer. Through the service of a professional recruiter the company was provided with a pool of well qualified management graduates. Some of them were hired and placed in lower management positions as preparation for advancement to the middle management jobs. They all left the company. however, within two years of their recruitment.</p> <p>Management reverted to its former policy of promoting employees from within and experienced basically the same results as before. Faced with the imminent retirement of employees in several key middle management positions, the company decided to call in a consultant who could suggest solutions.</p> <p>a. What is the problem of recruiting in this company? b. What may be the advantage of internal recruitment source? c. If you were consultant, what would you recommend?</p>				
		6	L2	CO1	
		6	L2	CO2	
		8	L3	CO4	

