

- (b) Seminars
 - (c) Orientation training
 - (d) Mentoring
- 1-d. A ___ is a process of evaluating an employees performance of a job in terms of its requirements. (CO4) 1
- (a) Performance Management
 - (b) Performance analysis
 - (c) Performance appraisal
 - (d) Performance evaluation
- 1-e. Strategic HRM is concerned with the relation of HRM and _____ (CO5) 1
- (a) business policy
 - (b) business strategy
 - (c) business tactics
 - (d) short term strategies

2. Attempt all parts:-

- 2.a. Define Human Resource Management. (CO1) 2
- 2.b. Define the term Labor turnover in the context of an organization. (CO2) 2
- 2.c. Explain three objectives of Training. (CO3) 2
- 2.d. Explain the importance of Compensation Management in an Organization. (CO4) 2
- 2.e. Elaborate the concept of Human Resource Audit. (CO5) 2

SECTION B

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3. Answer any three of the following:-

- 3-a. Distinguish between Personnel Management and Human Resource Management (HRM). Explain the stages of evolution of HRM in detail. (CO1) 5
- 3-b. Assume you are a HR Manager of a Multinational Company. You need to hire marketing Managers for the newly established FMCG division. Prepare a detailed selection process for the same. (CO2) 5
- 3.c. Differentiate between on-the-job and off-the-job training techniques. Elaborate the advantages and disadvantages for both the techniques in detail.(CO3) 5
- 3.d. How Performance Appraisal System is different than Performance Management System? Explain the concept of MBO in detail.(CO4) 5
- 3.e. Define work force diversity. Elaborate the benefits of fostering workforce diversity in HRM practices. (CO5) 5

4. Answer any one of the following:-

- 4-a. You are a HR manager of a healthcare organization which is facing a shortage of qualified nurses due to increased demand for healthcare services and an aging workforce. The organization is struggling to attract and retain nurses, leading to staffing shortages and challenges in providing quality patient care. In addition to recruitment efforts, the organization is exploring strategies to improve nurse retention and enhance the overall work environment. Propose a multifaceted HR approach to address these challenges, including initiatives to enhance recruitment, retention, and employee engagement among nursing staff. (CO1) 6
- 4-b. Suppose if you are appointed as a HR manager of XYZ company, mention the HR responsibilities/functions that will be performed by you. (CO1) 6

5. Answer any one of the following:-

- 5-a. Explain the concept of Job Analysis. Describe the process/techniques of conducting Job Analysis in an effective way. (CO2) 6
- 5-b. Define the characteristics of Human Resource Planning (HRP). Describe the reasons for growing need of HRP in recent years. Explain any two techniques of Demand Forecasting. (CO2) 6

6. Answer any one of the following:-

- 6-a. Explain the different techniques used for the evaluation of Training programs. Explain the Kirkpatrick Model in detail. (CO3) 6
- 6-b. A retail chain notices a decline in customer service quality across its stores. How can the HR department design a training program to enhance employees' customer service skills to improve overall performance. (CO3) 6

7. Answer any one of the following:-

- 7-a. Discuss the advantages of Performance Appraisal System. Explain any four traditional/modern methods of Performance Appraisal. (CO4) 6
- 7-b. Explain the different components of Compensation Management System. Discuss various external and internal factors which influence employee compensation. (CO4) 6

8. Answer any one of the following:-

- 8-a. Define the concept of Work Life Balance along with its advantages for the employees well being. Explain the techniques used by the Organizations to bring work life balance. (CO5) 6

- 8-b. Discuss the advantages of Green HRM. Justify your answer with an example of any organization practicing Green HRM. (CO5) 6

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