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Subject Code:- BMBA0203

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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: II - THEORY EXAMINATION (2023 - 2024)

Subject: Human Capital Management

Time: 3 Hours

Max. Marks: 100

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of **three Sections -A, B, & C**. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A

20

SECTION A

20

1

10

1. Attempt all parts:-

1-a. Relational Capital is best described as: (CO1)

1

- (a) The physical resources of a company
- (b) The relationships and networks that employees maintain with external stakeholders
- (c) The internal communication within an organization
- (d) The stock value of a company

1-b. What is a primary benefit of investing in Intellectual Capital? (CO1)

1

- (a) Decreased operational costs
- (b) Improved employee turnover rates
- (c) Enhanced innovation and competitive advantage
- (d) Increased bureaucratic processes

1-c. Major reasons for the emphasis on HRP at macro level include: (CO2)

1

- (a) Employment-Unemployment Situation
- (b) Technological Changes
- (c) Demographic Changes
- (d) All of the above

1-d. KSA represents _____. (CO2)

1

- (a) Knowledge, Skill, Aptitude
- (b) Knowledge, System, Aptitude
- (c) Knowledge, Skill, Approach
- (d) Knowledge, Skill, Attitude

1-e. ____ is a limitation of internal source of recruitment. (CO3)

1

- (a) Higher Costs
 (b) Scope for fresh talent and limited diversity
 (c) Lengthy process
 (d) Unreliability
- 1-f. Assessment Center is a place where job applicants undergo a series of _____ to determine their potential for a particular job. (CO3) 1
 (a) Tests
 (b) Interviews
 (c) Simulated Experiences
 (d) all of these
- 1-g. An equal rating of all employees such as 'good' or average is called (CO4) 1
 (a) Halo Error
 (b) Central Tendency
 (c) Recency Error
 (d) None of the above
- 1-h. _____ evaluation is done in terms of costs and contributions of all the employees in an organization. (CO4) 1
 (a) Graphic rating method
 (b) Ranking method
 (c) Human Assets Accounting
 (d) Critical Incident method
- 1-i. A well-designed compensation structure aim to achieve. (CO5) 1
 (a) Employee satisfaction and motivation
 (b) Reduced company expenses
 (c) Increased job applications
 (d) Simplified payroll processes
- 1-j. "Gamification of HR" refers to__ (CO5) 1
 (a) Using game design elements in HR processes
 (b) Playing games in the workplace
 (c) Recruiting gamers
 (d) Training employees through video games

2 10

2. Attempt all parts:-

- 2.a. Define an Employee Value Proposition (EVP)? (CO1) 2
 2.b. Define Succession Planning in HRP. (CO2) 2
 2.c. Define Structured Interview. (CO3) 2
 2.d. Explain Potential Appraisal. (CO4) 2
 2.e. Define Incentives. (CO5) 2

SECTION-B 30

SECTION B 30

3 30

3. Answer any five of the following:-

3-a.	Differentiate between Human Capital Management and Human Resource Management. Discuss the reasons of slow growth of HRM in India. (CO1)	6
3-b.	Discuss the various functions of Human Resource Management in detail. (CO1)	6
3-c.	Define Human Resource Planning. Explain any two qualitative techniques of Demand forecasting. (CO2)	6
3-d.	Discuss the advantages of conducting HRP in an organization. Explain any two methods of Supply Forecasting. (CO2)	6
3.e.	State the factors affecting Recruitment process of an organization. Explain different external sources of recruitment. (CO3)	6
3.f.	Explain any three methods of Performance Appraisal. (CO4)	6
3.g.	Define Compensation. Discuss the different components of compensation plan. (CO5)	6

SECTION-C **50**

SECTION C

4 **10**

4. Answer any one of the following:-

4-a.	Discuss the practical implications of Intellectual Capital theory for businesses. How can organizations measure and manage their Intellectual Capital? (CO1)	10
4-b.	"Management of people is a challenging job". Discuss your points in regard to this statement. Explain the challenges faced by HR Managers in today's scenario. (CO1)	10

5 **10**

5. Answer any one of the following:-

5-a.	Explain how you would conduct a job analysis? (with the help of a scenario in which you have to do job analysis for Business Analyst profile). Also explain the components of Job Analysis. (CO2)	10
5-b.	Discuss the factors you will take into account for implementation of effective human resource planning (HRP). Explain the steps of HRP in detail. (CO2)	10

6 **10**

6. Answer any one of the following:-

6-a.	You need to select IT managers for a IT consulting firm. Design a selection process for the same. (CO3)	10
6-b.	Discuss the importance of Interviews in the selection process. Explain the different types of interviews in detail. (CO3)	10

7 **10**

7. Answer any one of the following:-

7-a.	"There is a rising need for Cross cultural training due to globalization" Comment on the statement. Explain the process of Training in detail. (CO4)	10
7-b.	Differentiate between Performance Appraisal, Potential Appraisal and Performance Management. Explain the steps for carrying out Performance Appraisal System. (CO4)	10

8 **10**

8. Answer any one of the following:-

8-a.	Explain the concept of Balanced Scorecard and Gamification in HRM. (CO5)	10
8-b.	Explain the concept of Industrial Relations (IR). Discuss any two approaches of IR in detail. (CO5)	10