

Total No. of Questions : 5]

SEAT No. :

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First Year M.B.A.

**HRM 553 MJ - GC - 11 : HUMAN RESOURCES MANAGEMENT
(2025 Pattern) (Semester - II)**

Time : 2½ Hours]

[Max. Marks : 60

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question carries equal marks.*

Q1) Solve any 6 out of 9

[12]

- a) State ant 4 major Roles of HR Manager
- b) What are various components of salary?
- c) What is Employees Separation?
- d) Define Development
- e) What is Career Planning?
- f) Define job Design
- g) State ant 4 sources of internal recruitment
- h) State Characteristics of job Specification
- i) What is Promotion?

Q2) Answer ant 2 out of 3

[12]

- a) Discuss the various forms of internal and external sources of recruitment available to a business enterprise.
- b) How we can build IKS principles in reward system of an IT company?
- c) How HRP mitigate talent shortages on manufacturing industry?

P.T.O.

Q3) Answer (a) or (b)

[12]

- a) What is performance appraisal? Talk in-depth about the benefits and drawbacks of both traditional and modern performance evaluation techniques. Which approach do you think is more suited for managers?

OR

- b) Why must HR management shift from an administrative and operational role into a strategic business partner? Provide suitable example

Q4) Answer (a) or (b)

[12]

- a) Explain the Grievance Procedure in an organization. Discuss its importance and the steps involved in handling employee grievances.

OR

- b) Apply the compensation management process in an organization by explaining the concept, objectives, importance, components of salary, and the use of financial and non-financial incentives and fringe benefits to motivate employees.

Q5) Answer (a) or (b)

[12]

- a) Design a comprehensive training program for an retail sector covering training need assessment along with evaluation of training effectiveness using the Kirkpatrick model.

OR

- b) Create an recruitment. process for an IT Manager of an MNC company State its job description & job specifications in detail.

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