

ANURAG Engineering College
(An Autonomous Institution)

I MBA II Semester Supplementary Examinations, February - 2025

HUMAN RESOURCE MANAGEMENT
(MASTER OF BUSINESS ADMINISTRATION)

Time: 3 Hours

Max. Marks: 60

Section – A (Short Answer type questions)

(10 Marks)

Answer All Questions

	Course Outcome	B.T Level	Marks
1. What are the roles and responsibilities of line managers in HRM?	CO1	L1	1M
2. Explain the impact of technological trends on HRM practices.	CO1	L2	1M
3. Describe the concept of e-recruitment.	CO2	L1	1M
4. Explain the role of HR planning in the recruitment process.	CO2	L2	1M
5. The concept of career management.	CO3	L1	1M
6. What are the two training methods commonly used for employee development.	CO3	L2	1M
7. Explain the purpose of job evaluation methods.	CO4	L2	1M
8. Define two main features of the Minimum Wages Act.	CO4	L1	1M
9. What is collective bargaining.	CO5	L1	1M
10. What is the primary aims of the Prevention of Sexual Harassment (PoSH) Act?	CO5	L2	1M

Section B (Essay Questions)

Answer all questions, each question carries equal marks.

(5 X 10M = 50M)

11. A) Describe the impact of globalization on HRM practices. What challenges and opportunities does globalization present for HR managers?	CO1	L2	10M
OR			
B) Discuss the concept of the HR Scorecard. How can it be used to align HR activities with organizational strategy? Provide an example of its application in a real-world scenario.	CO1	L3	10M
12. A) Discuss the concept of e-recruitment. What are its advantages and disadvantages compared to traditional recruitment methods?	CO2	L2	10M
OR			
B) Analyze the different sources of recruitment. Provide examples of when each source might be most effective and how they contribute to building a diverse workforce.	CO2	L3	10M
13. A) Describe the performance appraisal process. What are the key elements that ensure an effective appraisal system?	CO3	L2	10M
OR			
B) Analyze the role of career management in employee development. How can organizations implement effective career management practices to retain top talent?	CO3	L3	10M

14. A) Explain the factors that influence the determination of pay rates. How do internal and external factors play a role in this process? CO4 L2 10M
- OR**
- B) Analyze the impact of performance-based pay on employee motivation. Provide examples CO4 L3 10M
15. A) Describe the salient features of the Industrial Disputes Act of 1947. How does this act help in maintaining industrial harmony? CO5 L2 10M
- OR**
- B) Discuss the procedure for handling employee grievances. Provide an example of a grievance handling process and its significance in maintaining good employee relations. CO5 L3 10M