

HRM MID SEM EXAM PE III HUM 5043

Date 25/11/2021

Time 3:00 – 4:50 pm

Time 110 mins

Questions: 10 Marks: 20

- **Exam writing time strictly only 100 mins**
- **Only 10 mins upload time start uploading by 4:35 pm**
- **Attempt all questions**
- **Write Legibly and neatly and upload within time**

Q 1. What is the difference between technophobe and a mismatched employee? 2 Marks

Q 2. Why is it very difficult to focus on behaviours(activities) or outcomes(results)?As a HR executive where would you put your money on? 2 Marks

Q 3. What would be your in –hand salary per month if the annual CTC is around 17.5L in a metro city like Mumbai ?Give the detailed break-up with assumptions and computations. 2 Marks

Q 4. How to convert a mismatched employee into a productive employee? 2 Marks

Q 5. Is knowledge about employment, trade-union and labour laws necessary for a good HR specialist? List out some HRM laws 3 Marks

Q 6. Why is it necessary for a supervisor to conduct an appraisal conference? 3 Marks

Q 7.”How do/would you cope up with stress at the work place?Give me your two strategies to beat up the stress or rather how do you destress yourself? 3 Marks

Q 8. Discuss the various pitfalls that may creep into the appraisal process that the supervisor needs to be cautious about. 4 Marks

Q 9. What are the ways to deal with surplus of manpower? Prepare a list of contingency plans.

4 Marks

Q 10.How would you as a HR manager make sure that an employee whose performance appraisal hasn't gone too well stays motivated and not frustrated at other employee's seemingly better performance appraisal without discontent percolating down to the other staff? Where do you see yourself five years down the line in this organization? 5 Marks