



Faculty of Law
End Semester Examination May 2025
LW3CO25 Human Resource Management

Programme	:	LL.B. (Hons.)	Branch/Specialisation	:	All
Duration	:	3 hours	Maximum Marks	:	60

Note: All questions are compulsory. Internal choices, if any, are indicated. Assume suitable data if necessary. Notations and symbols have their usual meaning.

Section 1 (Answer all question(s))

Marks CO BL

Q1. Which of the following best defines Human Resource Management (HRM)?

1 1 1

Rubric	Marks
Managing employees and workplace culture	1

- ☐ Managing company finances
 ☒ Managing employees and workplace culture
☐ Managing the production process
 ☐ Managing external customer relations

Q2. What is the primary purpose of HRM in an organization?

1 1 1

Rubric	Marks
To optimize employee performance and productivity	1

- ☐ To reduce overhead expenses
 ☐ To minimize costs
☒ To optimize employee performance and productivity
 ☐ To enhance product quality

Q3. What is the first step in the HR planning process?

1 2 1

Rubric	Marks
Forecasting HR requirements	1

- ☐ Recruitment and selection of candidates
 ☐ Conducting performance appraisals
☒ Analyzing organizational objectives
 ☐ Training and development

Q4. Which of the following is a source of Recruitment?

1 2 1

Rubric	Marks
Employee referrals	1

- ☒ Employee referrals
 ☐ Performance Appraisals
☐ Job Description
 ☐ Exit interviews

Q5. What is the primary goal of training and development?

1 3 1

Rubric	Marks
To improve employee performance	1

- ☐ To reduce employee salaries ☐ To increase employee workload
- ☒ To improve employee skills and performance ☐ To monitor employee attendance

Q6. Which of the following is considered as off-the-job training method?

1 3 1

Rubric	Marks
Simulation exercises	1

- ☐ Job rotation ☒ Lectures and classroom training
- ☐ Mentoring ☐ Coaching

Q7. What is the primary component of the remuneration system?

1 4 1

Rubric	Marks
Base salary	1

- ☒ Base salary ☐ Job evaluation
- ☐ Performance appraisal ☐ Employee welfare

Q8. Which of the following is NOT a purpose of performance appraisal?

1 4 1

Rubric	Marks
Reprimanding employees	1

- ☐ Identifying training needs ☐ Making promotion and compensation decisions
- ☒ Creating employee dissatisfaction intentionally ☐ Employee development

Q9. What is the primary focus of Strategic HRM?

1 5 1

Rubric	Marks
Aligning HRM with business strategy	1

- ☒ Aligning HRM with business strategy ☐ Employee engagement
- ☐ Cost reduction ☐ Job satisfaction

Q10. What is a key benefit of e-HRM?

1 5 1

Rubric	Marks
Enhanced communication and efficiency	1

- ☐ Limited accessibility ☐ Increased costs
- ☒ Streamlined HR processes and easier access to information ☐ Manual record-keeping

Section 2 (Answer all question(s))

Marks CO BL

Q11. Explain the evolution and development of Human Resource Management.

3 1 2

Rubric	Marks
Explanation of evolution and development of Human Resource Management.	3

Q12. (a) Explain the challenges faced in HRM in the modern workplace.

7 1 2

Rubric	Marks
Explanation of challenges	7

(OR)

(b) Discuss various approaches to HRM.

Rubric	Marks
Explanation of approaches to HRM.	7

Section 3 (Answer any 2 question(s))

Marks CO BL

Q13. Define job analysis and describe its process.

5 2 1

Rubric	Marks
Definition of Job analysis	2
Process	3

Q14. Describe the selection process in detail.

5 2 2

Rubric	Marks
Detailed description of the each step of the process.	5

Q15. Suggest the strategies for employee retention and explain their significance.

5 2 2

Rubric	Marks
Strategies	3
Significance	2

Section 4 (Answer any 2 question(s))

Marks CO BL

Q16. Discuss the different types of training methods.

5 3 4

Rubric	Marks
Explanation of different types of training methods.	5

Q17. Explain the process of designing and evaluating training programs.

5 3 3

Q18. What are Management Development Programs (MDP)? Explain the importance of Management Development Programs.

5 3 1

Rubric	Marks
Explanation of Management Development Programs (MDP) and importance of Management Development	5

Section 5 (Answer any 2 question(s))

Marks CO BL

Q19. Describe the process and methods of performance appraisal.

5 4 4

Rubric	Marks
Process of Performance Appraisal.	2
methods of performance appraisal.	3

Q20. Explain the components and principles of compensation management.

5 4 2

Rubric	Marks
Components of Compensation	1
Principles of compensation management.	4

Q21. Discuss the significance of employee welfare programs and provide examples.

5 4 5

Rubric	Marks
Significance of employee welfare programs	3
Suitable Example	2

Section 6 (Answer any 2 question(s))

Marks CO BL

Q22. Explain the concept of Green HRM and its significance in modern organizations.

5 5 2

Rubric	Marks
Definition of Green HRM	1
Concept of Green HRM	1.5
Significance of Green HRM in modern organizations.	2.5

Q23. Discuss the role and applications of Human Resource Information Systems (HRIS).

5 5 4

Rubric	Marks
Role of HRIS	2.5
applications of HRIS	2.5

Q24. Evaluate the impact of workforce diversity on organizational performance.

5 5 5

Rubric	Marks
As per Explanation	5
