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M. KUMARASAMY COLLEGE OF ENGINEERING, Karur

(Autonomous)

B.E / B.Tech. DEGREE EXAMINATION, NOV / DEC 2023

Seventh Semester

(Regulations 2018)

18MBS402T- HUMAN RESOURCE MANAGEMENT

(Computer Science and Business System)

Time: Three Hours

Maximum: 100 Marks

Answer All Questions

PART A - (10 x 2 = 20 marks)

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|---|----|-----|
| 1. State the importance of HRM. | K1 | CO1 |
| 2. What is meant by HR Philosophy? | K1 | CO1 |
| 3. Define HR Audit. | K2 | CO2 |
| 4. What is HRIS? | K2 | CO2 |
| 5. State the meaning of recruitment. | K1 | CO3 |
| 6. Highlight two objectives of compensation. | K2 | CO3 |
| 7. Define redeployment. | K2 | CO4 |
| 8. What do you mean by Demand forecasting? | K2 | CO4 |
| 9. Define Competitive advantage | K1 | CO5 |
| 10. Mention the importance of Corporate strategy. | K2 | CO5 |

PART B - (5 x 16 = 80 marks)

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|--|------|----|-----|
| 11. (a) Discuss the various functions of Human Resources Managements. | (16) | K2 | CO1 |
| (Or) | | | |
| (b) Evaluate the different stages in HR procedures and practices. | (16) | K4 | CO1 |
| 12. (a) Critically examine the various issues involved in developing and implementation of HRIS. | (16) | K2 | CO2 |
| (Or) | | | |
| (b) Appraise the different types of training. | (16) | K3 | CO2 |

13. (a) Explain the relative merits and demerits of internal and external sources of recruitment. (16) K2 CO3

(Or)

- (b) Discuss the various compensation plans available for employees. (16) K3 CO3

14. (a) What are the various needs and importance of HR planning? (16) K2 CO4

(Or)

- (b) Is Retention necessary for success for any organization? Support your answer. (16) K3 CO4

15. (a) The Hewlett-Packard Company, commonly shortened to Hewlett-Packard or HP, was an American multinational information technology company headquartered in Palo Alto, California. HP developed and provided a wide variety of hardware components, as well as software and related services to consumers, small and medium-sized businesses (SMBs), and large enterprises, including customers in the government, health, and education sectors. The company was founded in a one-car garage in Palo Alto by Bill Hewlett and David Packard in 1939, and initially produced a line of electronic test and measurement equipment.

On November 1, 2015, the company spun off its enterprise products and services business Hewlett Packard Enterprise. HP retained the personal computer and printer businesses and was renamed HP Inc.

Now at HP Inc employees from various states and various countries work together.. In Bangalore branch of HP we have Mr.Varun from Chennai and Kim from South korea. They both feel a bit hard to talk to each other as their cultural background differs a lot. In this situation how can workplace diversity be managed. Share your viewpoints and Justifications.

(Or)

- (b) What do you understand by the term "Employee Attrition" Present the suitable strategies to retain the employees. (16) K2 CO5

Note: K – Knowledge Level, CO – Course Outcome