Academic Year: 2022-23

Programme: B. Tech (CSBS)   Year: IV   Semester: VII

Subject: Human Resource Management

Date: 24 November 2022

Marks: 100
Time: 2.00 pm - 5.00 pm
Durations: 3 (Hrs)
No. of Pages: 02

Final Examination

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

1) Question No. _1_ is compulsory.
2) Out of remaining questions, attempt any _4_ questions.
3) In all _5_ questions to be attempted.
4) All questions carry equal marks.
5) Answer to each new question to be started on a fresh page.
6) Figures in brackets on the right hand side indicate full marks.
7) Assume Suitable data if necessary.

Q1		All Questions carry equal marks	[20]
	1a.	What are the functions of HRM	05
	1b.	What are the different types of HR Audits?	05
	1c.	What are the HR responsibilities of Line Managers	05
	1d.	What are Fringe benefits . List fringe benefits given by organisations.	05
Q2	2a	What is Succession Planning ? Explain the main steps in Succession planning ?	10
	2b	What is Training Evaluation . Explain the Kirkpatrick model of training evaluation	10
Q3	3a	What is Demand forecasting .what are the methods of demand forecasting in manpower planning	10
	3b	List in point form the External sources of recruitment .Explain advantages and disadvantages of External sources of recruitment	10

Q4	4a	HRIS Portals Can Tackle Most Administrative Tasks In HR . Explain the uses tasks handled by It .	10
	4b	Explain the traditional, broadband and market pay structure . Draw diagrams where relevant.	10
Q5	5a	What is a Vertical Functional organisation design. What are its advantages and disadvantages .	10
	5b	What are the steps of Strategic HR Planning	10
Q6	6a	What are benefits of HRIS & ESS	10
	6b	Explain what Is a Reference check and a Background check	10
Q7	7a	Why do employers use pre-employment test ? What are common types of tests used In selection	10
	7b	Cite the major reasons for service failure. What are the major steps for customer recovery that follows a service failure?	10