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**Code No. : 7695**

**Sub. Code : WBAM 22**

M.B.A. (CBCS) DEGREE EXAMINATION,  
APRIL 2024.

Second Semester

Business Administration – Core

**HUMAN RESOURCE MANAGEMENT**

(For those who joined in July 2023 onwards)

Time : Three hours

Maximum : 75 marks

**PART A — (15 × 1 = 15 marks)**

Answer ALL questions.

Choose the correct answer :

1. The HRM helps to improve the \_\_\_\_\_.
- (a) Production
  - (b) Productivity
  - (c) Power
  - (d) Produce

2. Human Resource Audit is concerned with \_\_\_\_\_.

- (a) Financial analysis of HR department
- (b) Compliance with labor laws and regulations
- (c) Evaluating employee performance
- (d) Assessing the profitability of HR initiatives

3. \_\_\_\_\_ is the feature of gig economy in HRM.

- (a) Long term employment contracts
- (b) Traditional office based work structures
- (c) Short term and project based assignments
- (d) Fixed working hours

4. Strategic planning cannot exist without \_\_\_\_\_.

- (a) Human resource planning
- (b) Strategies
- (c) Policies
- (d) Workforce





5. The process of gathering information about job \_\_\_\_\_.
- (a) Job analysis
  - (b) Job description
  - (c) Job simplification
  - (d) Job enrichment
6. Attrition refers to in HRM is \_\_\_\_\_.
- (a) The rate of employee turnover
  - (b) The process of hiring new employees
  - (c) Employee motivation techniques
  - (d) Performance evaluation methods
7. \_\_\_\_\_ is not considered a competency.
- (a) Technical skills
  - (b) Interpersonal skills
  - (c) Employee motivation
  - (d) Leadership abilities
8. \_\_\_\_\_ is the purpose of succession planning in career management.
- (a) Identifying high-potential employees
  - (b) Eliminating low performing employees
  - (c) Reducing employee turnover
  - (d) Providing immediate promotions

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9. Training increases the employees \_\_\_\_\_.
- (a) Market value
  - (b) Earning power
  - (c) Job security
  - (d) All of these
10. \_\_\_\_\_ method involves evaluating an employee's performance based on predetermined objectives.
- (a) Graphic Rating Scales
  - (b) BARS
  - (c) MBO
  - (d) 360- Degree Feedback
11. \_\_\_\_\_ is used to analyze the relationship between variables in HR analytics.
- (a) Linear Regression      (b) Bar Chart
  - (c) Pie Chart                      (d) Histogram
12. \_\_\_\_\_ is the primary function of a Human Resource Information System.
- (a) Conducting employee training sessions
  - (b) Managing employee payroll
  - (c) Recruiting new employees
  - (d) Administering employee benefits

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13. Job evaluation is based on the —————.

- (a) Complexity of the job to perform
- (b) Conceptual skill required by the job
- (c) Relative job worth for an organization
- (d) Physical skills required by the job

14. ————— is an example of non monetary recognition.

- (a) Cash bonus
- (b) Gift card
- (c) Employee of the month certificate
- (d) Stock options

15. ————— is not a component of compensation management.

- (a) Base salary
- (b) Employee performance appraisal
- (c) Incentives and bonuses
- (d) Benefits and perks

PART B — (5 × 4 = 20 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

16. (a) Define HRM. Trace its evolution.

Or

(b) State the importance of HRM.

17. (a) What do you understand by HRP? What is its importance?

Or

(b) What is the relationship between selection, recruitment and job analysis?

18. (a) Explain the concept of knowledge management in HRM.

Or

(b) State the significance of competency mapping.

19. (a) Highlight any four advantages of using MBO for evaluating employee performance.

Or

(b) Define cross cultural diversity management in international HRM.





20. (a) Describe the job evaluation process in compensation management.

Or

- (b) Provide any four examples of non monetary benefits.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

21. (a) Define strategic HR management. Bring out its importance.

Or

- (b) Briefly explain the qualities of an HR manager.

22. (a) Describe the process of Job Analysis.

Or

- (b) Classify various methods of recruitment.

23. (a) Outline the stages of the career management process.

Or

- (b) Enumerate the various types of training methods.

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24. (a) Explain the basic steps involved in the performance management process.

Or

- (b) Narrate the importance of HR analytics in international HRM.

25. (a) Discuss the role of Employee Stock Ownership Plans (ESOP) in compensation management.

Or

- (b) Evaluate the importance of rewards and recognition in compensation management.

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