Reg. No:

B.E./B.Tech. DEGREE EXAMINATION, NOV 2024

Seventh Semester

Computer Science And Business System

21UCB701-HUMAN RESOURCE MANAGEMENT

(Regulations 2021)

Duration: Three hours   Maximum: 100 Marks

PART A - (10 x 2 = 20 Marks)

1.	Outline the scope of HRM.	CO1-U
2.	What does EEO indicates?	CO1-U
3.	Differentiate between recruitment and selection.	CO1-U
4.	Define the term induction.	CO1-U
5.	What do you understand by the term self-development?	CO1-U
6.	Define knowledge management.	CO1-U
7.	Define job satisfaction.	CO1-U
8.	Why do organizations reward seniority?	CO1-U
9.	Outline various forms of grievances.	CO1-U
10.	What is the purpose of promotion?	CO1-U

PART – B (5 x 16= 80 Marks)

11. (a) How to implement a new HRM software system in a multinational corporation with offices in five countries. Apply the key considerations you would need to address regarding data security, compliance with local labor laws, and user training to ensure successful adoption and integration across all locations.   CO2-App   (16)

Or

(b) Outline the specific steps you would take to analyze and predict the company's future human resource needs, forecasting human resource requirements.   CO2-App   (16)

12. (a) Develop a comprehensive recruitment procedure outlining the steps you would take to attract, screen, and select candidates for critical roles such as software engineers and data scientists. Include strategies for leveraging both traditional recruitment methods and innovative digital tools to ensure a diverse pool of qualified applicants. CO2-App (16)

Or

(b) Develop a strategic plan that integrates various HR functions such as performance management, training and development, and compensation and benefits. Outline specific initiatives you would implement to enhance employee satisfaction, retention, and productivity, considering the unique challenges and opportunities within the manufacturing sector. CO2-App (16)

13. (a) Define executive development. State the factors inhibiting executive development. CO1-U (16)

Or

(b) Explain the diagnostic steps involved in executive development process. CO1-U (16)

14. (a) Explain the importance and challenges of employee engagement. CO1-U (16)

Or

(b) Enumerate the applications of motivational theories. CO1-U (16)

15. (a) How would you implement each step of the performance management process to effectively align employee performance with organizational goals? CO2-App (16)

Or

(b) How would you apply traditional and modern performance evaluation methods to assess and improve employee performance effectively? CO2-App (16)

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