

Roll No.

Total Pages : 03

003604

May 2024

B.Tech. (CE/CE (HINDI)/CSE(AIML))

(Sixth Semester)

Human Resource Management (OEC-CS-602(I))

Time : 3 Hours]

[Maximum Marks : 75

Note : It is compulsory to answer all the questions (1.5 marks each) of Part A in short. Answer any *four* questions from Part B in detail. Different sub-parts of a question are to be attempted adjacent to each other.

Part A

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|--------|---------------------------------|-----|
| 1. (a) | Define HRM. | 1.5 |
| (b) | Define performance appraisal. | 1.5 |
| (c) | Why HR audit is required ? | 1.5 |
| (d) | What is succession planning ? | 1.5 |
| (e) | Why HRIS is important ? | 1.5 |
| (f) | What do you mean by induction ? | 1.5 |

- (g) Differentiate between training and development. 1.5
- (h) What is meant by Grievance ? 1.5
- (i) What do you mean by socialization in HRM ? 1.5
- (j) What is corporate social responsibility ? 1.5

Part B

- 2. (a) What is human resource management ? Explain the objectives of HRM. Briefly explain the issues and challenges faced by HR managers in the 21st Century. 10
- (b) What is Job Analysis ? Explain the components of job analysis. 5
- 3. (a) What is career planning and development in HR ? How do human resources departments facilitate career planning and development for employees ? 5
- (b) What do you understand by Compensation ? What are the basic components of a compensation and reward system ? 10

4. Clarify how to enhance the effectiveness of employee development programs through Training Need Analysis (TNA) and explain various techniques for on- the-job and off-the-job training. 15
5. (a) Explain how business ethics and corporate social responsibility are closely intertwined. 5
- (b) What are the various objectives of performance management ? Explain any two methods of performance appraisal. 10
6. (a) What is Recruitment ? Explain various sources of recruitment in detail. 10
- (b) What is industrial relations ? Explain the objectives of industrial relations in detail. 5
7. What is human resource planning ? What is its importance ? Explain the process of human resource planning. 15