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May, 2023
B.Tech. (CE/IT/CE (DS)/CSE (AIML))- VI SEMESTER
Human Resource Management (OEC-CS-602-I)

Time : 3 Hours]   [Max. Marks : 75

Instructions;

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

PART-A

1. (a) Describe ways HRM uses HRIS to provide information and services efficiently.   (1.5)

    (b) How HRM can promote ethical behaviour?   (1.5)

    (c) Write a short note on e-recruitment.   (1.5)

    (d) Write a note on P-O fit and P-J fit during the employee selection process.   (1.5)

    (e) What are the similarities and differences between training and development?   (1.5)

[P.T.O.

(f) Explain the purpose of the employee handbook and what it should include? (1.5)

(g) Discuss the importance of onboarding and socialization. (1.5)

(h) Differentiate strategic HRM from traditional HRM. (1.5)

(i) Differentiate between job evaluation and job analysis. (1.5)

(j) Write a note on ESOP. (1.5)

PART-B

2. What is human resource planning? Explain various types of labour demand forecasting methods. (15)

3. Outline the steps in the selection process and explain which steps you believe are the most important and why? (15)

4. Discuss the ADDIE model of training design. How does the model connect training with strategy? (15)

5. Enlist traditional and modern appraisal methods. Explain the concept of MBO as an appraisal method along with its advantages. (15)

6. (a) Mention the major differences between international HRM and domestic HRM. (5)

(b) What are the major approaches to recruitment in IHRM? Discuss the advantages and disadvantages of each approach. (10)

7. Explain the roles HRM plays in dealing with current HRM issues such as knowledge management, virtual organisations, and ethics and social responsibility. (15)

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