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Your Roll No. _____



Sl. No. : 6525

Unique Paper Code: 2924000029

Name of the Paper: Basics of human resource management

Name of the Course: Generic Elective

Semester: I/IV/VI

Duration: 3 Hours

Maximum Marks: 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt any five questions.
3. All questions carry equal marks.
4. Attempt all parts of a question together.

Q1. (a) Discuss the evolution of Human Resource Management from Personnel Management to Strategic Human Resource Management. (8)

(b) A medium-sized organization has recently implemented a Human Resource Information System (HRIS). Critically examine how HRIS can support strategic HR decision-making and improve organizational effectiveness. What challenges might the organization face in implementing and utilizing such a system? (10)

Q2. (a) Explain the process of Human Resource Planning. Discuss the various techniques used for forecasting human resource requirements. (10)

(b) Distinguish between Job Description and Job Specification. Explain how effective Job Analysis contributes to successful recruitment and selection decisions. (8)

Q3. (a) A retail chain has been experiencing high employee turnover because newly recruited employees are unable to adjust to organizational culture and job expectations. Design an effective orientation programme for newly hired employees. (10)

(b) Discuss the factors affecting recruitment. Explain the various internal and external sources of recruitment. (8)

Q4. (a) Explain the training process in detail. Discuss the major methods of employee training used by organizations (8)

(b) A growing organization has observed that many high-performing employees are leaving because they perceive limited opportunities for professional growth. Critically examine the importance of career planning in employee retention and organizational effectiveness. Explain the stages involved in career planning and suggest measures that the organization can adopt to support employee career development. (10)

Q5. (a) A company is facing employee dissatisfaction regarding salary differences among similar job positions. Explain the steps involved in determining compensation and discuss the role of Job Evaluation in ensuring fairness and equity. (10)

(b) Discipline is essential for maintaining industrial harmony within an organization. Explain the concept of discipline, its major aspects and the disciplinary procedure followed in organizations. (8)

Q6. Write short notes on any three of the following:

(a) Work-Life Balance

(b) Ethnocentric, Polycentric and Geocentric Approaches in International HRM

(c) Uses of Performance Appraisal

(d) Essentials of Effective Collective Bargaining

(e) Industrial Disputes: Causes and Machinery for Settlement

(6 × 3 = 18)