

Reg. No. :

**Question Paper Code : 10199**

M.B.A. DEGREE EXAMINATIONS, APRIL/MAY 2023.

Second Semester

BA 4203 – HUMAN RESOURCE MANAGEMENT

(Regulations – 2021)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Why is HR considered as human capital?
2. What is meant by human resource accounting?
3. State the objectives of human resource planning.
4. Write short note on corporate culture.
5. When is vestibule training conducted?
6. Bring out the difference between Prodigy and Protege.
7. List down the different types of motivation.
8. Enumerate the purpose of knowledge management.
9. List out the performance elements.
10. What is meant by job enrichment?

PART B — (5 × 13 = 65 marks)

11. (a) Do you agree the roles and responsibilities of human resource manager as pivotal for organizational success? Justify with your answer.

Or

- (b) Discuss the role of computer applications in human resource management.

12. (a) "Taking a holistic view of current and future goals, succession planning ensures that organizations have the right people in the right jobs today and in the years to come". Comment.

Or

- (b) "In the current context many companies go for campus recruitment probably because of its comparative advantage over the other". In view of this, as you are a student aspiring for campus placement how do you prepare yourself?

13. (a) Explore the stages of the training process in the current context.

Or

- (b) "Executive Development is an ongoing process that helps managers gain knowledge, skills and abilities to handle current situations in a more efficient manner and get matured to handle future challenges successfully". Discuss.

14. (a) Explain any two motivational theories.

Or

- (b) What is job satisfaction? Explain the need for job satisfaction and the factors influencing it.

15. (a) Explain the steps involved in the performance evaluation and control process.

Or

- (b) Explain the classical grievance handling procedure adopted in the contemporary organizations.

PART C — (1 × 15 = 15 marks)

16. (a) "Attrition is an inevitable part of any business. But when attrition crosses a particular threshold, it becomes a cause for concern". In view of the problem identified through this statement device strategies to reduce the attrition rate of employees.

Or

- (b) "The prolific use of the internet for recruiting has made it easier to source candidates and conduct interviews as well as process the relevant paperwork required to hire and train candidates. In addition, online recruitment is a way to provide businesses with an efficient and cheaper way to fill positions.". Comment.