

Reg. No.....

Name.....

BA, BSC, BCOM, BBA DEGREE END SEMESTER EXAMINATION - OCTOBER 2025**UGP (HONS.) SEMESTER - 3: CORE COURSE****COURSE: 24UBBACCR203: HUMAN RESOURCE MANAGEMENT***(For Regular 2024 Admission)*

Time: 2 Hour

Max. Mark: 70

PART A**Answer any 5 out of 8 questions**

1. Identify the relevance of human resource department in an organization (CO1, U)
 2. Discuss the societal objectives of HR in organization (CO2, U)
 3. How does HR planning help in balancing the supply and demand for the skilled employees? (CO2, A)
 4. Explain the different types of tests used in selection process. (CO3, U)
 5. Discuss the different promotion policies in organizations. (CO4, U)
 6. Define demotion in the context of an organization. What factors lead to demotions? (CO4, U)
 7. Discuss the relationship between compensation management and employee retention. (CO5, A)
 8. Identify the role of performance appraisals in the promotion decision-making process. (CO5 A)
- (3 × 5 = 15)**

PART B**Answer any 3 out of 6 questions**

9. Discuss human resource management functions briefly. (CO1, A)
 10. Evaluate the role of HR planning in managing workforce needs and minimizing labour shortages. (CO2, Ev)
 11. Explain the key steps involved in human resource planning process. (CO2, A)
 12. Assess the significance of training and development for both the organizations and its employees. (CO3, Ev)
 13. Identify the role of promotions in an organization and the basis on which Promotions are granted (CO4, U)
 14. Explain the different performance appraisal methods in organizations. (CO5, U)
- (5 × 3 = 15)**

PART C**(Answer 1 out of 2 questions)**

15. Identify and describe the various training methods employed in organizations. (CO3 Ap)

OR

16. Define compensation management. Discuss the objectives, importance and, role of compensation management.

(CO5 Ap)
(20 × 1 = 20)

PART D

Answer 1 out of 2 questions

17. Case Study: 1

After doing Post Graduate in Journalism and Mass Communication, Miss Karuna joined as a public relations executive in a multinational company located in a metropolitan city in India. The job of public relations executive was quite demanding but she accepted it as a challenge as she considered herself quite capable for the job. As she was quite ambitious, she used to put her maximum energy on the job.

She used to leave her home at 9.00 a.m. and return at about 9 p.m. She was very happy at the initial stage but subsequently felt that the job was taking her energy out of proportion though she continued doing her best. Meanwhile, her father and mother used to quarrel each other almost daily. This was very frustrating for Miss Karuna. Ultimately, both her father and mother decided to live separately. On this episode, Miss Karuna felt shocked and developed depression. In order to overcome this depression, she started taking antidepressant tablets. Though this practice provided her some relief but she felt defeated and lost the meaning of her life.

Case Study Questions:

1. Suggest suitable stress-coping strategies to Miss Karuna? (CO4, An)
2. What type of assistance should be provided by HR department of the company to Miss. Karuna to overcome her problem? (CO4, An)

18. Case Study: 2

Vishal Components Limited manufactures a wide range of automotive components. It has a workforce of 1,500 including 250 supervisors and executives. Performance appraisal of these supervisors and executives is conducted by their respective superiors annually. The parameters used for performance appraisal are sense of responsibility, superiors dependability on subordinates, initiative, regularity and

punctuality, community activity, and potential for development to take higher positions. All these factors are given equal weight. The performance appraisal has three objectives: to grant annual increment, to determine promotability, and to assess training needs.

In one year, some supervisors and executives were not given any increment because as per performance appraisal, their total scores were below standard. The overall low scores were due to community activity and potential for development which were given

equal weight along with other factors. On the stoppage of annual increment, the aggrieved supervisors and executives represented their case to the Managing Director of the company and contended that the entire performance appraisal system was faulty. They were very much against the inclusion of community activity and potential for development in the performance appraisal meant for giving pay raise. They argued that all aggrieved supervisors and executives should be given regular increments and time-bound promotions. The system would be more objective, fair, and free from undue biases.

Case Study Questions:

1. As an HR manager, how would you justify the current performance appraisal system in your company? Do you think any changes are needed? If yes, what changes would you make and why? (CO4, An)
 2. Do you think supervisors and executives should have different criteria for performance appraisals? If yes, where should these differences apply? (CO4, An)
- (20 × 1 = 20)**
