Exam. Code: 0943
Sub. Code: 33902

2076
B.E. (Mechanical Engineering)
Seventh Semester
HSMC-703: Human Resource Management

Time allowed: 3 Hours | Max. Marks: 50

NOTE: *Attempt five questions in all, including Question No. I which is compulsory and selecting two questions from each Unit. Support your answers with neat diagrams as applicable.*

x-x-x

1. Write answer briefly:
   a) What are the three primary functions of a human resource management (HRM) department?
   b) Distinguish between a job description and a job specification resulting from a job analysis.
   c) What is the primary difference between recruitment and selection?
   d) Differentiate between "training" and "development".
   e) What are the key responsibilities of an organization regarding employee health and safety regulations? (5x2)

UNIT - I

2. Formulate a comprehensive strategic plan demonstrating how the core HRM functions (beyond just administration) can be leveraged to address the company's challenges in maintaining a cohesive organizational culture and provide a sustainable competitive advantage in the long term? (10)

3. Design a high-level, five-step human resource planning process to manage a large-scale technological transition based on automation. Your process must specifically address the ethical challenges of workforce reduction (e.g., potential layoffs) and integrate a robust change management strategy that ensures the firm develops the new necessary skills. (10)

4. How does job analysis support the implementation of job enrichment strategies, and what are the primary methods for enriching a job in HRM? (10)

P.T.O.

UNIT - II

5. How do effective HRM induction programs facilitate internal mobility and promotion within an organization? (10)

6. In the current hybrid and flexible work environment, how can HRM training and development initiatives effectively build a cohesive and inclusive organizational culture and ensure employee well-being? (10)

7. How can organizations mitigate bias and subjectivity in performance appraisals, especially when linking them to high-stakes decisions like compensation and promotions? (10)

x-x-x