

Exam. Code: 0926
Sub. Code: 33614

2056
B.E. (Information Technology)
Eighth Semester
HSMC-801(f): 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.

x-x-x

I. Attempt the following:-

- a) State one objective of Human Resource Management.
- b) Differentiate between Job Description and Job Specification.
- c) State one use of Job Analysis.
- d) What is Job Rotation?
- e) Define Job Enlargement.
- f) E-Recruitment
- g) What is Fringe Benefit?
- h) What is an Ergonomic Hazard?
- i) Sensitivity Training
- j) Management by Objectives (10x1)

UNIT - I

- II. Explain how Human Resource Management contributes to organizational effectiveness and productivity. Analyze the impact of globalization on HRM practices in India. (10)
- III. Write about the importance and need of Human Resource Planning in organizations. Discuss the various stages involved in HRP with suitable examples. (10)
- IV. Distinguish between recruitment and selection. Analyze the role of selection tests in improving hiring decisions. (10)

UNIT - II

- V. Explain the concept and importance of training need analysis (TNA). Discuss the various methods of training with examples. (10)

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(2)

- VI. Explain the concept and nature of performance appraisal. Describe the modern methods of performance appraisal (e.g., 360-degree feedback, MBO). (10)
- VII. What steps and procedures should employers implement to ensure employee health and safety at the workplace? State the legal and ethical responsibilities of employers regarding employee safety. (10)

x-x-x