

# CBCS SCHEME

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18IP733

## Seventh Semester B.E. Degree Examination, Feb./Mar. 2022 Human Resource Management

Time: 3 hrs.

Max. Marks: 100

**Note:** Answer any FIVE full questions, choosing ONE full question from each module.

### Module-1

- 1 a. Define Human Resource Management. List and explain the objectives of HRM. (10 Marks)  
b. Explain the functions of HRM. (10 Marks)

OR

- 2 a. Define Job Analysis. With block diagram, explain the process of Job Analysis. (10 Marks)  
b. With neat sketch, explain the process of HRP. (10 Marks)

### Module-2

- 3 a. Explain the selection procedure adopted to select a candidate. List the different types of Interview. (10 Marks)  
b. With block diagram, explain the process of Recruitment. (10 Marks)

OR

- 4 a. What are the factors affecting Recruitment process? (10 Marks)  
b. Write a note on :  
i) Internal sources of Recruitment ii) Group discussion iii) Induction. (10 Marks)

### Module-3

- 5 a. Classify different Training methods and explain. (10 Marks)  
b. Why Training is needed for Employees? List the steps in Training procedure. (10 Marks)

OR

- 6 a. What is Performance Appraisal? Explain the process with sketch. (10 Marks)  
b. List the methods of Performance Appraisal and explain any two. (10 Marks)

### Module-4

- 7 a. With block diagram, discuss the process of Communication. (10 Marks)  
b. Explain ten Barriers of effective Communication. (10 Marks)

OR

- 8 a. List and explain the methods of HRA. (10 Marks)  
b. What is Human Resource Accounting (HRA)? List the objectives of HRA. (10 Marks)

### Module-5

- 9 With reference to Industrial Relations in HRM, clearly discuss the following :  
a. Indian Trade Union Act.  
b. Indian Factories Act. (20 Marks)

OR

- 10 a. Write a note on Indian Industrial Disputes Act. (10 Marks)  
b. Discuss clearly the Industrial Disputes settlement machinery. (10 Marks)

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.