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BAU755C

Seventh Semester B.E./B.Tech. Degree Examination, Dec.2025/Jan.2026 Human Resource Management

Time: 3 hrs.

Max. Marks: 100

*Note: 1. Answer any FIVE full questions, choosing ONE full question from each module.
2. M : Marks, L: Bloom's level, C: Course outcomes.*

Module – 1			M	L	C
Q.1	a.	Define HRM and explain its importance in modern organization.	10	L1	CO1
	b.	Differentiate between HRM and HRD.	10	L3	CO1
OR					
Q.2	a.	Distinguish between Job description and job specification with suitable examples.	10	L2	CO1
	b.	With a block diagram explain the process of conducting a job analysis.	10	L2	CO1
Module – 2					
Q.3	a.	Discuss the importance of effective HRP in achieving organizational goal.	10	L2	CO2
	b.	Enumerate the various sources and methods of recruitment, give one example.	10	L3	CO2
OR					
Q.4	a.	Discuss the main constraints and challenges faced during recruitment.	10	L2	CO2
	b.	How does selection differ from recruitment?	10	L2	CO2
Module – 3					
Q.5	a.	How does internal mobility impact long term employer retention in large organization?	10	L2	CO3
	b.	What are the main considerations for handling employee separation ethically?	10	L1	CO3
OR					
Q.6	a.	Differentiate between : i) Training v/s Development ii) Training v/s Education	10	L2	CO3
	b.	Discuss the relevance of career and succession planning in today's dynamic business environment.	10	L3	CO3

Module – 4

Q.7	a.	Describe the performance appraisal method suited for hybrid work setting.	10	L2	CO4
	b.	What characteristics make performance appraisal system effective and fair?	10	L2	CO4

OR

Q.8	a.	What are the objectives of compensation planning?	10	L2	CO4
	b.	Explain the compensation pay structure in India.	10	L3	CO4

Module – 5

Q.9	a.	Examine how statutory provisions shape employee welfare policies in the manufacturing sector.	10	L2	CO5
	b.	Outline the steps of an effective employee grievance procedure.	10	L1	CO5

OR

Q.10	a.	Explain the grievance management in Indian industry with example.	10	L3	CO5
	b.	Describe the challenges manager face while maintaining the discipline among difficult employee.	10	L2	CO5
