

Time: 2 Hours

Total Marks: 60

- N.B: 1) All questions are compulsory.  
2) Figures to the right indicate full marks.

- Q. 1) (a) "HR Managers' role is changing today along with changing business environment."  
Discuss. (08)  
(b) Explain the organisation structure of the HRM Department. (07)

OR

- (c) What is Job analysis? Explain the components of Job analysis. (08)  
(d) As an HR expert, suggest an online selection process for the appointment of salesmen for an insurance company. (07)

- Q.2) (a) Explain the various challenges before trainers. (08)  
(b) What is the process in the performance appraisal process? (07)

OR

- (c) Write a note on 'Managing Promotions'. (08)  
(d) Describe the problems and issues involved in succession planning. (07)

- Q.3) (a) Elaborate the salient features of the Factories act. (08)  
(b) What are the features of Child Labour (Prohibition and Regulation) Act? (07)

OR

- (c) Explain the features of Sexual Harassment Act, 2013. (08)  
(d) Enumerate the features of the Trade Union Act. (07)

- Q. 4) A) Fill in the blanks with appropriate options. (05)

- 1) Managing salary of employees is a function of \_\_\_\_\_.  
a) HR front office      b) HR back office  
c) HR centre of excellence      d) HR overseas department
- 2) \_\_\_\_\_ is the overall written summary of employee requirements.  
a) Job description      b) Job evaluation  
c) Job specification      d) Job design
- 3) In \_\_\_\_\_ appraisal method, employees work performance is evaluated by various parties.  
a) MBO      b) Role analysis  
c) Assessment Centre      d) 360 degree
- 4) \_\_\_\_\_ Act protect workers against unduly low pay.  
a) Minimum Wages      b) Provident Fund  
c) ESIC      d) Workmen Compensation
- 5) \_\_\_\_\_ is the process of identifying, organizing, storing and disseminating information within an organization.  
a) Networking      b) Biofeedback  
c) Gen-Z      d) Knowledge Management

Q. 4. B) State whether the following statements are True or False. (05)

- 1) Strategic HRM has reactive decision-making approach.
- 2) In horn effect, the performance appraisal is influenced by one negative factor of the employee.
- 3) Gratuity is the sum of money paid to an employee by the Government.
- 4) Safety policy provides guidelines to implement safety programme in the organization.
- 5) In VUCA environment, rigid organization culture is given importance.

Q. 4. C) Match the Column. (05)

Group A	Group B
1) Size of the organisation	a) Negotiations
2) Collective bargaining	b) Lack of motivation
3) Millennials	c) Security Guards
4) Disengaged employees	d) Internal factor affecting Recruitment
5) Shift Transfer	e) Tech savvy

OR

Q4. Write Short notes on (Any Three) (15)

- 1) Safety Measures in HRM
- 2) HR practices at global level
- 3) Causes of stress
- 4) Work life balance
- 5) Talent Management

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