

9 Aug. 2023

Total No. of Questions : 5]

SEAT No. :

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[6025]-82

M.B.A.

**404HR : SC-HRM-06: CURRENT TRENDS & CASES IN
HUMAN RESOURCE MANAGEMENT**

(2019 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 3) *Each question carry 10 marks.*

Q1) Define the terms given below (Any 5) :

[5 × 2 = 10]

- a) Workforce Diversity.
- b) Succession planning.
- c) Performance Management System.
- d) Organizational culture.
- e) Work life balance.
- f) Recruitment.
- g) Gender Pay Disparity.
- h) Human Resource Planning.

Q2) Write short note (Any 2) :

[2 × 5 = 10]

- a) Employee engagement & productivity.
- b) Artificial Intelligence in Recruitment.
- c) Decentralized worksites.

[10]

Q3) Answer any one question :

- a) Define work process engineering & explain the process of work process engineering cycle.
- b) Explain the objective & importance of performance management.

[10]

Q4) Answer any one question :

- a) Elaborate the impact of feedback tools to engage employees & improve their productivity.
- b) Elaborate the changing skill requirement from employees in current scenario.

Q5) Answer any one question :

[1 × 10 = 10]

- a) Illustrate the importance of employee satisfaction & elaborate how company boost its employees with an example.
- b) “The most recognizable organizations in the world sees mentorship as a competitive advantage”. Elaborate the statement with an example.



6 Apr 2023

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M.B.A.

**404 HR: CURRENT TRENDS & CASES IN HUMAN
RESOURCE MANAGEMENT**

(2019 Pattern) (Semester - IV) (SC-HRM-06)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 3) *Each question carry 10 marks.*

Q1) Define the terms given below (Any 5) :

[5 × 2 = 10]

- a) Organisational Culture.
- b) Employee Engagement.
- c) Recruitment.
- d) Data Analytics.
- e) Work life balance.
- f) Human Resource Planning.
- g) Artificial Intelligence.
- h) Succession Planning.

Q2) Write short note (Any 2) :

[2 × 5 = 10]

- a) Performance Management System.
- b) Cloud & Mobile enabled HR Solutions.
- c) Managing workforce diversity.

P.T.O.

Q3) Answer any one question :

- a) Explain the impact of digital disruption on HR trends.
- b) Explain the role of Occupational, Safety, Health & working condition, 2020 (OSH Code) in assuring safety at workplace.

[10]

Q4) Answer any one question :

- a) Elaborate the concept of HR analytics. State its importance with the help of an example.
- b) Explain the role of mentors. Also elaborate the need of reinventing the mentorship model.

Q5) Answer any one question :

[10]

- a) Elaborate the process of work process engineering & the requisites from an organization for an effective work process re-engineerings.
- b) Elaborate the sources of recruitment and selection process of any company.

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M.B.A.

**404 - HR : CURRENT TRENDS AND CASES IN HUMAN
RESOURCE MANAGEMENT
(2019 Pattern) (Semester - IV)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Each question has an internal choice.
- 3) Each question carries 10 marks.

Q1) Multiple Choice Question (Any 5) :

[5 × 2 = 10]

- a) A _____ is a software application used to conduct an on-line chat conversation via text or text to speech, in lieu of providing direct contact with a live human agent.
 - i) Messenger
 - ii) Chatbot
 - iii) Cloud computing
 - iv) Mobile App
- b) Which analysis uses statistical modes to analyze historical data in order to forecast future risks or opportunities.
 - i) Predictive Analysis
 - ii) Prescriptive Analysis
 - iii) Descriptive Analysis
 - iv) HR Analysis
- c) _____ refers to the radical redesigning of the business or work process to achieve dramatic improvement in critical aspects like quality, output, costs, services & speed.
 - i) TQM
 - ii) Business Process Re-engineering
 - iii) Value chain
 - iv) Techtonic

- d) _____ refers to norms & values of an organization which together makes the personality of the company.
- i) Policies
 - ii) Organizational culture
 - iii) Ethics
 - iv) Vision
- e) _____ is the state of equilibrium where an individual gives equal priority to the demands of careers & personal life.
- i) Career planning
 - ii) Work life balance
 - iii) Employee commitment
 - iv) Employee engagement
- f) The Equal Remuneration Act, 1976 of India prohibits _____.
- i) Equal rights to people
 - ii) Differential pay to men and women workers for performing the same work or work of similar nature
 - iii) Diversity in the organisation
 - iv) All of the above
- g) _____ measures the efficiency of an organization towards generating revenue through its employees.
- i) Revenue per employee
 - ii) Training efficiency
 - iii) Turnover rate
 - iv) Human capital risk
- h) _____ is an effect that changes the fundamental expectations & behaviors in a culture, market, industry or process that is caused by or expressed through digital capabilities, channel or assets.
- i) Digital Technology
 - ii) Digitalization
 - iii) Digital Disruption
 - iv) All of the above

Q2) Short notes (Any 2) :

[2 × 5 = 10]

- a) Digital Human Resource planning & Management.
- b) Managing workforce diversity.
- c) Technology enabled employee Training & Development.

Q3) Answer any one question :

[10]

- a) Explain the technological interventions in HR processes & Management.
- b) Explain the impact of feedback tools to engage employees & improve their productivity.

Q4) Answer any one question :

[10]

- a) Elaborate the role of Artificial Intelligence in recruitment with an example.
- b) Elaborate the employee's changing skill requirement with regards to tectonic shift in HRM priorities.

Q5) Answer any one question :

[10]

- a) Elaborate how techtools impact the organizational culture & its effectiveness.
- b) Illustrate the importance of employee satisfaction & elaborate how company boosts its employees with an example.

