

Branch- DIPLOMA IN HUMAN RESOURCE MANAGEMENT

Major Elective Course - I
HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	What is human resource management? a) Management of financial resources b) Management of material resources c) Management of people at work d) Management of machines	K1	CO1
	2	Predict the main role of human resource philosophy. a) To provide a guiding set of principles for managing people b) To eliminate organizational culture c) To reduce employee satisfaction d) To avoid performance evaluation	K2	CO1
2	3	Indicate the purpose of employee induction. a) Job evaluation b) Disciplinary procedure c) Orientation to company policies and culture d) Conducting appraisals	K1	CO2
	4	Predict the process of attracting potential candidates for jobs a) Selection b) Recruitment c) Placement d) Orientation	K2	CO2
3	5	Trace the importance of career planning. a) It restricts employees b) It supports organizational and individual growth c) It reduces skill levels d) It avoids promotions	K1	CO3
	6	Predict the training method where an employee learns by observing seniors. a) Vestibule training b) Job rotation c) Coaching d) Simulation	K2	CO3
4	7	What is the basic purpose of compensation in human resource management? a) To reduce employee turnover b) To attract, retain and motivate employees c) To satisfy legal compliance only d) To minimize organizational cost	K1	CO4
	8	Give an example of a non-statutory benefit. a) Provident Fund b) Maternity Leave c) Canteen Facilities d) Gratuity	K2	CO4
5	9	What does effective grievance handling help in? a) Increasing absenteeism b) Lowering morale c) Reducing conflict and improving productivity d) Avoiding feedback	K1	CO5
	10	Give the primary objective of Industrial Relations. a) Increase employee turnover b) Promote conflict between workers and employers c) Maintain harmonious relations between employer and employees d) Reduce the working hours of labor	K2	CO5

Cont...

SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Identify the changing role of HRM in new HRM environment.	K1	CO1
		(OR)		
	11.b.	List out the benefits of strategic human resource management.		
2	12.a.	Examine the techniques of recruitment.	K3	CO2
		(OR)		
	12.b.	Examine the types of interview.		
3	13.a.	Explain the need for training in an industrial organization.	K4	CO3
		(OR)		
	13.b.	Explain the performance appraisal process.		
4	14.a.	Explain the merits and limitations of job evaluation.	K5	CO4
		(OR)		
	14.b.	Explain the essentials of a sound incentive plan.		
5	15.a.	Explain the causes of grievances.	K5	CO5
		(OR)		
	15.b.	Explain the measures for strengthening trade unions.		

SECTION - C (30 Marks)Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Describe the organization of the human resource department.	K1	CO1
2	17	Examine the steps in selection process.	K3	CO2
3	18	Explain the methods of training.	K4	CO3
4	19	Explain the factors affecting wages.	K5	CO4
5	20	Explain the objectives, significance and scope of human resource audit.	K5	CO5

Z-Z-Z END