



MBA DEGREE EXAMINATIONS: JAN 2023

(Regulation 2021)

First Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBC1105: Human Resources Management

COURSE OUTCOMES

CLO1: Describe the role of Human Resource Functions in an Organisation.

CLO2: Enumerate the emerging trends and Practices in HRM.

CLO3: Identify and interpret the significance of ethical issues in HR practices and the management of people.

Time: Two Hours

Maximum Marks: 50

PART A (1Q x 10 Marks = 10 Marks) Compulsory

- 1 As the war on tech talent intensifies and resignations continue to grow in the Indian and global markets, enterprises must quickly deploy retention strategies to cut employee exodus, said Adecco India, a human resources services firm. “The ‘Great Resignation’ that has been taking place in the last over three quarters had made it clear that more professionals were reconsidering what they wanted from work and what kind of employers they were willing to stick with,” said Director HR, Adecco India. “With the increasing talent war in an open job market, the need for organizations to overcome the great resignation with ‘Great Retention’ strategies become more relevant today than ever before,” the director opined. CLO2 [K₆]
Develop strategies for retaining tech talent for companies in the IT Sector

PART B (5Q x 2 Marks = 10 Marks)

- 2 Define SHRM CLO1 [K₁]
3 Compare and contrast between Job enrichment and enlargement CLO1 [K₄]
4 Explain the term potential appraisal CLO1 [K₂]
5 List any five factors affecting compensation plan CLO1 [K₁]
6 Explain the objectives of HR Audit CLO1 [K₂]

Part – C (3Qx10 Marks =30 marks) Compulsory

- 7 The Equinix 2022 Global Tech Trends Survey shows that companies are looking to widen the talent pool, bringing in more diverse candidates through alternative recruitment drives. The survey said, 2,900 respondents acknowledged that the speed at which the tech industry is transforming has left companies struggling to find people with the right skill sets to meet present and future challenges. CLO2 [K₆]
Discuss the alternatives available for a HR to source talent/ to meet the recruitment need.
- 8 As per the prevailing industry practices, your CEO suggests you to manage skill shortage in your company, by reskilling human capital from similar industries / train employees from unrelated sectors. Design a learning and development process to suit the above requirement CLO2 [K₆]
- 9 Discuss in detail the various performance appraisal methods available, to recommend for a medium sized manufacturing company. CO2 [K₆]
-

