



MBA DEGREE EXAMINATIONS: APRIL / MAY 2023

(Regulation 2021)

First Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBC1105 / P21MBM1604:

Human Resource Management

COURSE OUTCOMES

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

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 Consider that you were assigned the task of developing Café Coffee Day's HR department to be the best in the industry.

a. What would typically be the entire Functions/Activities you would design for CCD's HR.

CLO1 [K_{L6}]

b. Discuss how important the aforementioned tasks are to the company's success in achieving its goals.

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

2 Explain in detail the concept of e – recruitment with examples

CLO2 [K₂]

3 Outline the concept of Employee Retention strategy?

CLO2 [K₂]

4 Illustrate the concept of variable pay and summarize any 2 two job roles where it can be implemented

CLO2 [K₂]

5 Explain HRIS with an example

CLO3 [K₂]

6 How do HR managers make use of Performance Appraisal systems

CLO2 [K₃]

Part C (3Q x 10 Marks = 30 marks) Compulsory

- 7 It is a known fact that Performance management & Learning & Development practices/process are considered vital among HRM practices. In this context,
- a. Elaborate the performance Management step by step approach for an industry of your choice (5 Marks) CLO2 [K5]
 - b. Elaborate the Learning and Development process for an industry of your choice (5 Marks)
- 8 Recommend a training plan for a strategic sales role which covers a combination of training methods. You are also required to explain a detail plan to assess the effectiveness of the above-mentioned training using the Kirk Patrick Model CLO3 [K5]
- 9 Develop a detailed document on the role, responsibilities and targets for a faculty position in a higher education institution. You are also required to originate a curriculum vitae and a Statement of Purpose in detail that this role would require CLO3 [KL6]
