



MBA DEGREE EXAMINATIONS: NOV/DEC 2023

(Regulation 2021)

First Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBC1105: Human Resource Management

COURSE OUTCOMES

CO1: Describe the role of Human Resource Functions in an Organisation.

CO2: Enumerate the emerging trends and Practices in HRM.

CO3: Identify and interpret the significance of ethical issues in HR practices and the management of people.

Time: Three Hours

Maximum Marks: 100

PART A (5Q x 6 Marks = 30 Marks) Compulsory

- | | | |
|---|---|-----------------------|
| 1 | How is strategy linked to HRM ? | CO2 [K ₁] |
| 2 | Outline the various retention strategies used by companies | CO2 [K ₂] |
| 3 | Explain the factors affecting Job Design | CO1 [K ₂] |
| 4 | Explain the different performance appraisal methods used in organizations | CO3 [K ₂] |
| 5 | Is HRIS relevant in today's scenario – Why or Why not? | CO2 [K ₁] |

PART B (5Q x 10 Marks = 50 Marks) Compulsory

- | | | |
|---|---|-----------------------|
| 6 | Evaluate the various HR Models and justify one model that is relevant to today's dynamic workplace | CO2 [K ₅] |
| 7 | According to LinkedIn, more than 4000 companies have already listed Chief Happiness Officer as a job title for hiring, and the trend is not new. Recommend a suitable recruitment method and selection process for hiring, happiness executive at a middle level for a company of your choice | CO2 [K ₅] |
| 8 | According to Business Line - Air India, to continue with its expansion, is spending on training for cabin crew, engineers, and ground staff. Devise a training process starting with training need analysis for the cabin crew | CO2 [K ₅] |

- 9 Explain in detail the different components of a salary. CO1 [K₅]
- 10 Explain in details the objective, scope and procedure to carryout HR Audit. CO1 [K₅]

Part – C (1Qx20 Marks =20 marks) Compulsory

- 11 Despite the approaching end of 2023, the tech industry's layoffs show no signs of stopping. The year began with turmoil, as thousands of tech workers lost their jobs. Retedly, more than 244,342 tech workers have been laid off so far in 2023, up 50 per cent from 2022. This includes major layoffs at Google, Amazon, and Microsoft, as well as small fintech startups and apps. CO3 [K₅]

Snap also reducing workforce

Social media platform Snap has also joined the companies who are still cutting down on jobs. Snap Inc. has recently laid off approximately 20 workers from its product team. The company says that the layoffs are not related to any specific product and are part of a larger effort to improve decision-making and reduce costs. Notably, the latest round of layoffs at Snap also follows a series of high-profile departures, including the company's vice president of engineering.

So what is the reason behind the continued streak of firings? Well, the tech industry is facing slow revenue growth and other obstacles caused by the economic slowdown. To tackle these issues, companies are cutting down their employee count. According to most companies, the layoffs are also part of their strategic realignment, operational streamlining, and responses to prevailing economic and market conditions. The shifting dynamics of the tech industry, marked by technological advancements, changing consumer preferences, and a constant need for operational efficiency, may be driving these workforce adjustments.

- a) Given the current job market conditions, Is Career planning in HR possible and implementable?
- b) Outline the ethical considerations with regard to the layoffs?
