



**MBA DEGREE EXAMINATIONS: NOV /DEC 2024**

(Regulation 2024)

First Semester

**MBA – PROJECT MANAGEMENT**

24PMT504: Human Resource Management

**COURSE OUTCOMES**

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

**CO2:** Demonstrate a critical understanding of the functions of various human resource activities in an organization

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

**CO4:** Demonstrate knowledge in emerging HR Trends.

**Time: Three Hours**

**Maximum Marks: 100**

**PART A (5Q x 6 Marks = 30 Marks) Answer Any Five Questions only**

1. Imagine you are part of an organization experiencing rapid growth and increasing workforce complexity. How would you explain the critical roles and responsibilities of the HR function in ensuring the organization operates smoothly and achieves its strategic objectives? CO1 [K4]
2. Microsoft recently announced a \$3 billion investment to expand its cloud computing and artificial intelligence capabilities in India. As an HR leader, how would you plan for work force requirements, explain demand and supply forecasting techniques in HR Planning that can be used for the same? CO2 [K4]
3. Explain the different performance appraisal methods available and discuss the recent trends regarding the same. CO2 [K4]
4. Explain the different modes of employee separation. CO3 [K4]
5. Discuss how company's can adopt sustainable HRM. CO4 [K4]
6. Explain the concept and components of Job Analysis and Job Design. CO2 [K4]

**PART B (5Q x 10 Marks = 50 Marks) Answer Any Five Questions only**

7. You are an HR consultant tasked with helping a mid-sized manufacturing company improve its HR practices. The company is struggling with high employee turnover, inconsistent performance management, and low employee engagement. Analyze the situation by CO1 [K5]

comparing different HRM models. Which model would you recommend for this organization and why?

8. You are tasked with hiring for a particular designation within your organization. How would you design a structured selection plan to ensure you identify the most suitable candidate? CO2 [K<sub>5</sub>]
9. Discuss the various training methods available for a L&D professional to build his training calendar. CO2 [K<sub>5</sub>]
10. Explain the factors that need to be considered when designing a compensation plan. CO3 [K<sub>5</sub>]
11. As a HR executive who was part of implementing HR Shared Services at Technova Solutions, discuss the concept, need, benefits and process of implementing of HR Shared Services, Also outline challenges that you faced. CO4 [K<sub>5</sub>]
12. At Google, 80% of all tracked trainings are run through an employee-to-employee network called “g2g” (Googler-to-Googler). This volunteer teaching network of over 6,000 Google employees dedicate a portion of their time to helping their peers learn and grow. Volunteers — known internally as “g2g’ers” — can participate in a variety of ways, such as teaching courses, providing 1:1 mentoring, and designing learning materials, and they come from every department of Google. Design a process to evaluate the training effectiveness. CO1 [K<sub>5</sub>]

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

13. IKEA may not immediately come to mind when considering digital transformation, particularly on a large scale like educating employees on generative AI. However, in September, the furniture giant revealed plans to provide AI literacy training to approximately 30,000 workers and 500 managers. The program includes a variety of learning resources aimed at understanding and utilizing AI. By December, it had already exceeded internal expectations, with around 40,000 employees (out of a total of 165,000) having received training, according to company figures. Given this context, if you were tasked with designing a comprehensive training process for this initiative, for IKEA India, how would you approach it? how would you design and implement it to ensure maximum engagement, role-specific learning, and measurable outcomes? CO2 [K<sub>5</sub>]

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