

R22

Code No: 782AA

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA II Semester Examinations, February/March - 2025

HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max.Marks:60

Note: This question paper contains two parts A and B.

i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either” “or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

PART - A

(10 Marks)

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|------|---|-----|
| 1.a) | What is HRP? | [1] |
| b) | What are the trends in nature of work? | [1] |
| c) | Describe the Job specification. | [1] |
| d) | What is Job rotation? | [1] |
| e) | Illustrate the Virtual Training. | [1] |
| f) | What are the steps in Development Programme? | [1] |
| g) | What are the Fringe Benefits? | [1] |
| h) | Brief on Non-monetary rewards. | [1] |
| i) | What are the Occupational Hazards? | [1] |
| j) | Define the concept of Stress Management in HRM. | [1] |

PART – B

(50 Marks)

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|-----------|---|-------|
| 2.a) | Both Line Manager and HR Manager take up certain HR responsibilities but how do they differ in terms of authority? | |
| b) | What are the reasons for introducing HRIS? | [5+5] |
| OR | | |
| 3.a) | Discuss the importance of HR Analytics. | |
| b) | What are the challenges faced by the HR Managers? | [5+5] |
| 4.a) | Explain in detail the methods of collecting Job Analysis information. Further, briefly explain about the outcomes of the job analysis exercise. | |
| b) | Discuss the process of recruitment and highlight on the hurdles through which the best candidate is selected and the others are eliminated. | [5+5] |
| OR | | |
| 5.a) | What are the different types of Interviews? | |
| b) | Compare and contrast Job enrichment and Job enlargement. | [5+5] |

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- 6.a) Discuss in detail the various steps in Performance Appraisal of an organization of your choice.
- b) Why Training need analysis is critical in designing the training program? Explain. [5+5]

OR

- 7.a) Distinguish between training and development programmes.
- b) What is 360 degree performance Appraisal illustrate with an organizational example? [5+5]

QA

- 8.a) What are the factors determine the compensation? Discuss.
- b) Outline the salient features of Minimum Wages Act. [5+5]

OR

- 9.a) Explain the various performance based pay benefits with suitable examples.
- b) Discuss the role of employee welfare on organizational performance. [5+5]

QA

- 10.a) Why employee separation is critical to an organization? Discuss.
- b) Give the salient features of Industrial dispute Act 1947. [5+5]

OR

- 11.a) Discuss the need for Employee Safety and Health.
- b) What is Collective Bargaining Process? Explain with a case. [5+5]

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