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**GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)**



M.Tech. (First Semester) Regular Examinations, February – 2025

24MCTPE11021 – H.R.M and MANAGERIAL SKILLS

(Construction Management and Technology)

Time: 3 hrs

Maximum: 60 Marks

Answer ALL questions
(The figures in the right hand margin indicate marks)

PART – A

(2 x 5 = 10 Marks)

Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. Define Human Resource Information System (HRIS).	CO1	K1
b. What are the types of recruitment methods?	CO2	K1
c. What is the significance of performance appraisal in HRM?	CO3	K1
d. Give two benefits of employee training programs.	CO4	K1
e. What do you mean by employee retention?	CO5	K1

PART – B

(10 x 5 = 50 Marks)

Answer **ALL** the questions

	Marks	CO #	Blooms Level
2. a. What are the key functions of HRM? Explain each briefly.	5	CO1	K2
b. How does HRM contribute to organizational success?	5	CO1	K2
(OR)			
c. Describe the strategic role of HR in modern organizations	5	CO1	K3
d. Discuss the role of aptitude and personality tests in recruitment and selection.	5	CO1	K3
3.a. Explain the various selection tests conducted during recruitment.	5	CO2	K2
b. Describe the barriers to effective Human Resource Planning.	5	CO2	K2
(OR)			
c. Discuss the importance of employee onboarding and induction.	5	CO2	K2
d. Explain the impact of HR demand and supply forecasting on hiring decisions.	5	CO2	K2
4.a. What are the different interview techniques used in selection?	5	CO3	K2
b. Discuss the role of coaching and mentoring in career development	5	CO3	K3
(OR)			
c. Explain the significance of knowledge management in HR.	5	CO3	K2
d. Describe the major challenges in implementing training programs in organizations.	5	CO3	K3
5.a. What are the advantages and disadvantages of different training methods?	5	CO4	K2
b. How can organizations measure the effectiveness of their training programs?	5	CO4	K4
(OR)			
c. Discuss the role of coaching and mentoring in career development	5	CO4	K2
d. Explain the role of technology in training and development.	5	CO4	K3
6.a. Discuss the importance of financial and non-financial incentives.	5	CO5	K2
b. How does a fair compensation system contribute to employee motivation?	5	CO5	K2
(OR)			
c. Explain the impact of diversity and inclusion in human resource management.	5	CO5	K3
d. Discuss the ethical challenges in HRM and how they can be managed	5	CO5	K4

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