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Gandhi Institute of Engineering and Technology University, Odisha, Gunupur (GIET University)



B. Tech (Eighth Semester - Regular) Examinations, April - 2025 21BCSOE48011/21BCDOE48011 – Human Resource Management (CSE/CSE-AIML/CSE-DS)

Time: 3 hrs

Maximum: 70 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 induction and its purpose in HRM.	CO1	K1
b. Mention two appraisal errors commonly observed in performance reviews.	CO2	K2
c. List any two off-the-job training methods.	CO3	K1
d. Differentiate between minimum wage and living wage	CO3	K2
e. What is competency mapping?	CO3	K1

PART – B**(15 x 4 = 60 Marks)**Answer **all** the questions.

	Marks	CO #	Blooms Level
2. a. Define HRM and explain its functions and objectives.	8	CO1	K2
b. Distinguish between HRM and HRD. Illustrate how they complement each other.	7	CO1	K4
(OR)			
c. Analyse the environmental and organizational challenges faced by HRM.	8	CO1	K3
d. What is Human Resource Planning? Describe its process.	7	CO1	K3
3.a. Differentiate between promotion and transfer. List the types of promotion and transfer	8	CO2	K2
b. Evaluate the methods of selection and the importance of reliability in interviews.	7	CO2	K5
(OR)			
c. Explain the concept of retrenchment and its impact.	8	CO2	K2
d. Design a basic career development plan for an entry-level employee.	7	CO2	K6
4.a. Compare on-the-job and off-the-job training with examples. Which method is suitable for managerial training and why?	8	CO3	K5
b. Explain MBO and its role in performance appraisal.	7	CO3	K2
(OR)			
c. Apply the concept of competency mapping to design a profile for a customer support executive.	8	CO3	K3
d. What are the key steps in evaluating training effectiveness?	7	CO3	K3
5.a. Explain the types of compensation and their objectives.	8	CO4	K1
b. Discuss the components of wages..	7	CO4	K2
(OR)			
c. Explain the principles of compensation management. Compare fair wage and real wage.	8	CO4	K2
d. What are wage differentials? Discuss their significance across sectors.	7	CO4	K3

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