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

M.Tech. (First Semester – Regular/Supplementary) Examinations, January – 2026

24MCTPE11021 – HRM and Managerial Skills

Time: 3 hrs | Maximum: 60 Marks

(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.	What are the primary responsibilities of HRM?	CO1	K1
b.	Give two objectives of human resource planning	CO2	K1
c.	List out the four techniques for job development.	CO3	K1
d.	What is meant by Executive development?	CO3	K1
e.	What is meant by Incentive?	CO4	K1

PART – B **(10 x 5 = 50 Marks)**

Answer ***ALL*** the questions

		Marks	CO #	Blooms Level
2. a.	What are the characteristics of HRM?	5	CO1	K2
b.	What is the significance of HRM?	5	CO1	K2
	(OR)			
c.	What are the functions of HRM?	5	CO1	K2
d.	Illustrate in brief about the challenges in HRM.	5	CO1	K2
3.a.	Comment on nature of Human Resource Planning	5	CO1	K2
b.	Elaborate briefly about HR demand forecast.	5	CO1	K2
	(OR)			
c.	How can an organization utilize internal sources effectively to achieve maximum benefits?"	5	CO2	K3
d.	What are the factors affecting recruitment?	5	CO2	K2
4.a.	How would you select and apply appropriate selection tests for recruiting candidates in an organization?	5	CO2	K3
b.	Give a brief account on Interview and discuss its objectives.	5	CO2	K2
	(OR)			
c.	What is the importance of Training?	5	CO3	K2
d.	Write short notes on Mentoring.	5	CO3	K2
5.a.	Give a brief account on process of Executive Development	5	CO3	K2
b.	Discuss about the various steps involved in Off the Job Technique	5	CO3	K2
	(OR)			
c.	What are the types of Group Incentive system?	5	CO3	K1
d.	What are the basic types of Reward?	5	CO3	K1
6.a.	Elaborate about the kinds of fringe benefits.	5	CO4	K2
b.	How can an organization implement a Fair Compensation System to achieve its advantages effectively?"	5	CO4	K3
	(OR)			
c.	Elaborate briefly about Career Management	5	CO4	K2
d.	Explain briefly about motivational theories.	5	CO4	K2

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