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



B. Tech (Eighth Semester – Regular/Supplementary) Examinations, April – 2026
21BCSOE48011/22BCSMG48011 - Human Resource Management
(CSE/CSEAIML/CSEDS)

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. What is meant by ‘right person at the right time’?	CO1	K1
b. Distinguish between orientation and induction.	CO2	K1
c. List the importance of HRM at organizational level.	CO3	K2
d. State the objectives of HR planning.	CO4	K1
e. What is Delphi technique?	CO3	K2

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

	Marks	CO #	Blooms Level
2. a. Explain the concept, scope and objectives of Human Resource Management.	8	CO1	K2
b. Compare and contrast HRM and Personnel Management.	7	CO1	K5
(OR)			
c. Discuss managerial, operative and advisory functions of HRM.	8	CO1	K3
d. Examine the relationship between HRM and HRD with suitable examples.	7	CO1	K4
3.a. Explain the concept and objectives of Human Resource Planning.	8	CO2	K2
b. Evaluate different manpower forecasting techniques used in HR planning.	7	CO2	K5
(OR)			
c. Analyse the process and steps involved in Human Resource Planning.	8	CO2	K4
d. Analyse demand and supply of manpower in organizations.	7	CO2	K4
4.a. Explain the recruitment process and its sources.	8	CO3	K2
b. Analyse common errors in selection and suggest remedies.	7	CO3	K4
(OR)			
c. Evaluate the role of interviews in selection process.	8	CO3	K5
d. Analyse internal and external sources of recruitment.	7	CO3	K4
5.a. Explain training and development methods.	8	CO4	K3
b. Analyse various performance appraisal methods.	7	CO4	K4
(OR)			
c. Explain compensation and its components.	8	CO5	K2
d. Evaluate incentive schemes and their effectiveness.	7	CO5	K5

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