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

M.B.A. (Second Semester) Regular Examinations, May – 2026

25MBPC205- Human Resource Management
(MBA)



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. Write the difference between Salary and Wages.	CO4	K2
b. Find out two merits and demerits of Off the Job Training method.	CO3	K4
c. State the role of a Mediator in conflict resolution.	CO6	K2
d. Analyse the factors that develop the employee morale.	CO5	K3
e. Identify any two models of HRM.	CO1	K1

PART – B**(10 x 5 = 50 Marks)**Answer **all** questions

	Marks	CO #	Blooms Level
2. a. Explain the major challenges faced by HR professionals in the modern business world.	5	CO1	K3
b. Discuss the process of Job analysis.	5	CO2	K2
OR			
c. Discuss the techniques used for the settlement of Industrial Disputes.	10	CO6	K2
3. a. Explain the recruitment process in detail.	5	CO3	K2
b. Write a note on types of Incentive	5	CO4	K2
OR			
c. Analyse the factors that boost the Employee Morale & Motivation	5	CO5	K3
d. Discuss different method of Off the job training.	5	CO3	K2
4. a. Describe the Guest model of HRM	5	CO1	K2
b. Explain the methods of Job evaluation with suitable examples	5	CO2	K3
OR			
c. Identify the ways in which an employee can achieve quality of work life.	5	CO5	K3
d. Investigate the causes that influence Industrial Disputes.	5	CO6	K3
5. a. Analyse the smart techniques used to reduce stress.	5	CO5	K4
b. Define the concept of Fringe benefits. Explain their types and importance.	5	CO4	K2
OR			
c. Discuss different Modern methods of Performance Appraisal.	5	CO3	K2
d. Explain different types of Individual incentive schemes with suitable examples.	5	CO4	K3
6. a. Discuss different types of personnel policies.	5	CO1	K2
b. Explain different levels of Collective Bargaining with proper illustration.	5	CO6	K2
OR			
c. Sujogya Textiles Ltd. faced a labour dispute after its wage agreement expired.	10	CO6	K4

The trade union demanded a 20% wage increase, better safety and reduced working hours, while management offered a 10% increase, gradual safety improvements and refused to cut working hours.

Negotiations became tense, leading to strike and lockout threats. A government mediator stepped in to facilitate discussions. Finally, both parties reached a compromise with a 15% wage increase, mandatory safety improvements and no change in working hours but better overtime pay. The agreement was successfully finalized and implemented, resolving the dispute.

Questions:

1. Explain the process of collective bargaining reflected in the case.
2. Analyse the causes of conflict between management and workers.
3. Evaluate the role of the mediator in resolving the dispute.
4. Suggest strategies to improve future collective bargaining outcomes.

End of Paper