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GIET UNIVERSITY, GUNUPUR – 765022

B. Tech (Eight Semester – Regular) Examinations, April– 2024 BHSCT8011 /BHSCT8014 - Human Resource Development (CSE & CST)



Time: 3 hrs

Maximum: 70 Marks

The figures in the right hand margin indicate marks.

PART – A: (Multiple Choice Questions)

(1 x 10 = 10 Marks)

Q.1. Answer **ALL** questions

		[CO#]	[PO#]
a. Which of the following statement is correct?		CO1	PO9
(i) HRM lacks the organisation to achieve its goals	(ii) HRM is the management of skills, talent and abilities		
(iii) Under HRM employee is treated as resource	(iv) HRM is a strategic management functions		
b. The process of familiarizing the new employees to the organisation rules and regulations is known as		CO2	PO7
(i) placement	(ii) induction		
(iii) selection	(iv) recruitment		
c. Human resource management means		CO1	PO9
(i) A method which an organisation collects, maintains and reports information on people and jobs	(ii) The process of bringing people and organisation together so that the goals of each are achieved		
(iii) The process of integrating the employees' needs and aspirations with organizational needs	(iv) The efforts to make life worth living for workers		
d. _____test is conducted to judge specific talent or skill to handle a particular type of job.		CO2	PO9
(i) Aptitude	(ii) English		
(iii) Qualification	(iv) Intelligence		
e. Competency is a process of identifying key competencies required for undertaking organisational tasks.		CO2	PO9
(i) Mapping	(ii) Scaling		
(iii) Tasking	(iv) skills		
f. which appraisal is conducted by various parties		CO3	PO9
(i) 360 degree	(ii) Efficiency analysis		
(iii) Role analysis	(v) MBO		
g. _____refers to horizontal movement of employees in respect of job position.		CO2	PO12
(i) Training	(ii) Promotion		
(iii) Induction	(v) Transfer		
h. Which of the following of quantitative job evaluation method is correct?		CO4	PO8
(i) Point rating method	(ii) Factor comparison method		
(iii) Both (i) and (ii)	(iv) Only (i)		
i. Which of is not a traditional method of performance appraisal		CO4	PO7
(i) Confidential reports	(ii) Paired comparison method		
(iii) Free form or easy method	(iv) Behaviourally anchored rating scale		
j. ----- is a performance appraisal technique that involves agreement between employee and		CO3	PO9

manager on goals to be achieved in a given period.

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|--------------------|-------------------|
| (i) Rating scale | (ii) MBO |
| (iii) Both of them | (iv) None of them |

PART – B: (Short Answer Questions)

(2 x 10 = 20 Marks)

Q.2. Answer ALL questions

	[CO#]	[PO#]
a. Explain the need for human resource development?	CO1	PO9
b. What do understand by the term ‘transfer’? What are its types?	CO3	PO9
c. What do you mean by separation?	CO3	PO9
d. What is straight ranking method of performance appraisal?	CO2	PO7
e. What is employment interview? What are its types?	CO1	PO12
f. Differentiate between real wage and nominal wage.	CO3	PO9
g. List out the limitations of performance appraisal.	CO3	PO9
h. What is promotion? List out its types.	CO4	PO12
i. How many types of wage differentials are distinguished in structural dimensions of wage? Mention them.	CO4	PO7
j. What do you mean by Competency mapping?	CO3	PO9

PART – C: (Long Answer Questions)

(10 x 4 = 40 Marks)

Answer ALL questions

	Marks	[CO#]	[PO#]
3. a. What is the meaning of Human resource management and bring out its scope and importance in present day context.	5	CO1	PO9
b. How Human Resource Management is different from Personnel Management?	5	CO1	PO9
(OR)			
c. Write about the functions of Human resource management.	5	CO1	PO7
d. State the role and functions of HR manager in the changing business scenario in the changing business scenario.		CO2	PO12
4. a. What is recruitment and what all are its types and process?	5	CO2	PO9
b. Discuss the process involved in Selection. How does it differ from recruitment?	5	CO2	PO9
(OR)			
c. Define the term career. What are the stages in career development?	5	CO2	PO9
d. State the role of HR manager in the changing business scenario.	5	CO2	PO9
5. a. Discuss various techniques used to evaluate employee’s performance.	5	CO3	PO9
b. Elucidate the process of performance appraisal.	5	CO3	PO12
(OR)			
c. Explain different methods of training the employees.	5	CO3	PO7
d. What is MBO? What advantage does it have over traditional method?	5	CO3	PO12
6. a. What do you mean by compensation? What are the basic objectives of Compensation Management?	5	CO4	PO9
b. What are the factors influences Compensation Management?	5	CO4	PO9
(OR)			
c. Discuss the steps involved in compensation management process.	5	CO4	PO12
d. Discuss the various methods of wage determination.	5	CO4	PO9

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