

Name:  
Enrolment No:



UNIVERSITY WITH A PURPOSE

**UNIVERSITY OF PETROLEUM & ENERGY STUDIES**

**End Semester Examination (Online) – July, 2020**

**Program: BBA - Digital Marketing**  
**Subject/Course: Human Resource Management**  
**Course Code: HRES 3001**

**Semester : IV**  
**Max. Marks: 100**  
**Duration : 3 Hours**

**IMPORTANT INSTRUCTIONS**

1. The student must write his/her name and enrolment no. in the space designated above.
2. The questions have to be answered in this MS Word document.
3. After attempting the questions in this document, the student has to upload this MS Word document on Blackboard.
4. Attempt Any 5 Questions out of 6

		Marks	COs										
Q.1	<p>You work as in charge of Performance Management from the HR Team in a Company. Following are the Performance Appraisal Ratings given by four Managers to their 5 subordinates on a 5-point scale, (where 5 is excellent and 1 is poorest in terms of performance)</p> <table><thead><tr><th>Manager</th><th>Performance Ratings given to Subordinates</th></tr></thead><tbody><tr><td>A</td><td>1,1,2,1,2</td></tr><tr><td>B</td><td>3,3,3,3,3</td></tr><tr><td>C</td><td>5,5,4,5,5</td></tr><tr><td>D</td><td>1,3,5,4,2</td></tr></tbody></table> <p>Looking at the data, highlight your observations &amp; identify appraisal issues (if any) which are visible from the data, for each manager.</p> <p>How would you deal with these appraisal issues as in charge of Performance Management?</p> <p>Which Manager's performance rating distribution is the best and why?</p>	Manager	Performance Ratings given to Subordinates	A	1,1,2,1,2	B	3,3,3,3,3	C	5,5,4,5,5	D	1,3,5,4,2	20	CO4
Manager	Performance Ratings given to Subordinates												
A	1,1,2,1,2												
B	3,3,3,3,3												
C	5,5,4,5,5												
D	1,3,5,4,2												
Q.2	<p>You work as a Training Head in a Company. In a recent meeting with the CEO, he said to you "I don't know what impact our Training Expenditure is creating on Business Outcomes". He asks you to come prepared with a document highlighting effectiveness of the Training</p>	20	CO3										

	delivered to employees. Explain in detail what approach would you take and what would be the key points you would highlight in the document you prepare for the CEO?		
Q.3	<p>You are working as Head of Recruitment in a Company. The Company is expanding into a New Region for which it requires fresh workforce, but there is also cost pressure from top to control the Recruitment Costs. You have to meet the CEO on the possible methods and sources of Recruitment and share with him the Pros and Cons of each.</p> <p>Describe in detail, what you would share in terms methods of recruitment?</p> <p>Which methods would you recommend to the CEO and why?</p>	20	CO2
Q.4	<p>Read two statements below, in terms of the theories of Compensation they relate to:</p> <p><b>Statement 1</b> – “No one should be overpaid or underpaid in an organization”</p> <p><b>Statement 2</b> – “People feel motivated if they value the rewards they get after they put effort in their work”</p> <p>Identify and describe in detail the Theories of Compensation Related to each of the two statements. Give Examples in each case.</p>	20	CO3
Q.5	<p>You work as an HR Head of a Company and in a recent meeting with your CEO, he remarked that he is not too happy with the way HR processes are measured and reported in the Company. He asks you to prepare a detailed score card of HR for tracking it’s performance.</p> <p>What steps would you follow to prepare to the HR Scorecard? Explain in detail.</p> <p>What role would the CEO play in preparation of the HR Scorecard?</p>	20	CO2
Q.6	<p>You are Project Head for Implementing Competency Based Approach in your organization. The Leadership team in your organization is not aware about the concept of competencies. Prepare a two pager document to be shared with your Leadership team detailing various aspects of Competency management and its significance</p>	20	CO1

## **ANSWERS**