

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, June 2021

Course: Human Resource Management
Program: BBA FAS
Course code: HRES 3001

Semester: II
Time: 03 Hours
Max. Marks: 100

SECTION A

- 1. Each Question will carry 5 marks**
- 2. Instruction : Select the most appropriate answer**

		Marks	CO
Q 1	One effect of variable pay plans is to increase the competition among individuals. Which type of incentive is at work? a. organizational b. team c. group d. individual	[5]	CO1
Q2	Which of the following do employers view as a strategic goal of employee benefits? a. reducing employee absenteeism and turnover b. minimizing the tax consequences for employees c. providing the benefits that are mandated by government d. cutting the per-employee compensation cost	[5]	CO1
Q3	Which of the following is NOT part of the “SMART” approach to writing performance standards? a. specific b. meaningful c. relevant d. time-bound	[5]	CO1
Q4	In a typical division of performance appraisal responsibilities, which of these is an HR unit task? a. providing regular informal appraisals b. designing and maintaining the formal system c. rating performance of employees d. reviewing appraisals with employees	[5]	CO1

Q5	Which of the following is NOT one of the main types of restrictive covenants in employment contracts? a. non-disclosure b. non-compete c. non-solicitation d. non-trespass	[5]	CO1
Q6	Which of the following best explains what union density is? a. the proportion of union members to the total workforce b. the proportion of private-sector union members to public-sector union members c. the proportion of paid workers who belong to unions and have signed union membership cards d. the proportion of private-sector unions to public-sector unions	[5]	CO1
SECTION B			
1. Each Question will carry 10 marks 2. Write short / brief notes			
Q7	What is job evaluation and identify three different approaches to job evaluation.	[10]	CO3
Q8	Explain what is meant by an 'Exit Interview' and identify what information should be gathered in this process.	[10]	CO2
Q9	Outline the purpose and main provisions of Canada-British Columbia's Employment Standards Act (ESA).	[10]	CO2
Q10	As a Manager holding a performance appraisal meeting with your employee, outline the stages you would follow and the factors you would consider.	[10]	CO4
Q11	Define organisational justice and explain the four different types.	[10]	CO3
SECTION C			
1. Each Question carries 20 marks (Answer Any One) 2. Instruction : Write Long Answer			
Q12	<p>Ekamdeep is the HR Manager at a medium sized solar panel supply wholesaler. Gurbir is a Sales Executive at the company and an invaluable member of the team. Last year, his sales brought in about 20% of the company's revenue. Everybody likes Gurbir, he is friendly, competent and professional. Training, Learning and Development is an important part of the company's culture and an e-mail was sent last month informing staff that if they do not complete the required safety training by July 1st, they would be let go. It is now July15th and it has come to Ekamdeep's attention that Gurbir has not completed the online safety training as is required for his job. When she approaches him about it, he says "I am the best Sales Executive here, I can't waste time on training, I already know all the safety training anyway" Would you let Gurbir go as stated in the e-mail? Outline how you would handle this situation and justify your answer drawing on material covered in the course.</p> <p style="text-align: center;">OR</p> <p>With the aid of a diagram, discuss how the 'ADDIE' Model of Training, Learning and Development is a systematic approach to managing L&D interventions and how it contributes to organisational performance. (20 marks)</p>	[20]	CO4