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| Name: Enrolment No: |  |
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UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May 2022

Course: Human Resource Management

Program: MBA ALL

Course Code: HRES 7007

Semester: II

Time : 03 hrs.

Max. Marks: 100

Instructions:

SECTION A
10Qx2M=20Marks

| S. No. | | Marks | CO |
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| Q 1 | Recruitment is a a) Neutral Process b) Positive Process c) Negative process d) None of these | [2] | CO1 |
| Q2 | A Job Description should have : a. Skills required b. Responsibilities c. Accountabilities d. All above | [2] | CO1 |
| Q3 | “Manpower planning is used to ascertain excess and shortfall of manpower in the organization” a. True b. False | [2] | CO1 |
| Q4 | Which is not true of Internet based Recruitment? a. It is costly b. Results in system overload c. Increases efficiency d. Helps automate various steps | [2] | CO1 |
| Q5 | Which is an objective of Selection process? a. Person Department Fit b. Person Qualification Fit c. Person Job Fit | [2] | CO1 |

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| | d. Organization Job Fit | | |
| Q6 |is used to measure the relative worth of a job a. Job Analysis b. Job Evaluation c. Performance Management d. None of the above | [2] | CO1 |
| Q7 | What does M stand for in SMART Goals? a. Monetary b. Masterly c. Measurable d. Motivating | [2] | CO1 |
| Q8 | Which of these is an indirect Component of Compensation? a. Commissions b. Vacations c. Bonuses d. Wages and Salaries | [2] | CO1 |
| Q9 | Succession Planning is done for : a. All positions in the Company b. Positions in HR department only c. Critical Positions only d. CXO positions only | [2] | CO1 |
| Q10 | is a written document which contains all the pertinent information required for the job a. Job Description b. Job Specification c. Job Analysis d. None of the above | [2] | CO1 |
| SECTION B 4Qx5M= 20 Marks | | | |
| Q11 | What is the purpose of Employee Orientation and Socialization? Explain with an example | [5] | CO3 |
| Q12 | What do you understand by performance appraisal? elaborate | [5] | CO1 |
| Q13 | "Human Resource Planning forms a base for other functions of human resource management" explain in your words | [5] | CO2 |

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| Q14 | What do you understand by SMART Goals? Explain with an Example | [5] | CO4 |
| SECTION-C 3Qx10M=30 Marks | | | |
| Q15 | “Manpower Planning is to ascertain the demand and supply of manpower in the organization” Elaborate the statement. | [10] | CO3 |
| Q16 | Write a brief note on the role of Digital Human Resource Management in the modern organization. Give suitable examples of Digital HR | [10] | CO2 |
| Q17 | What is a difference between training and development? Create a role-playing activity for the sales team in order to improve their selling skills. | [10] | CO4 |
| SECTION-D 2Qx15M= 30 Marks | | | |
| Q18 | <p>Ramesh Parihaar is CEO of Tech Soft and he is taking an HR Team Review with Surinder Khanna the HR Head of Tech Soft. Ramesh remarks “ I am absolutely not happy with the way HR is functioning in our Company” . When was the last report which you gave me Surinder on overall HR team performance? We spend so much on Training and I am not clear what value we are getting out of the same.”</p> <p>Ramesh carries on and says “The pay revision cycle is delayed again as the appraisals have not been completed in time. Can I know why Surinder? What about the employer branding efforts, I told you that we need to recruit the best talent only form IIMs and IITs to fill our open positions and even that is also not happening?</p> <p>I need talented people to take TechSoft to the next level do you understand?” There is a brief silence and Surinder replies“Sir our team is working on all these issues and would come back with a plan in a week to address the concerns mentioned by you.”</p> <p>Ramesh shouts at the top of his voice “I want results Mr. Surinder and not just plans. I am not clear what value, you and your team members are adding. Should I outsource the entire HR function? This is not done,you need to pull up your socks Surinder or else I will have to look for some other alternatives.”</p> <p>Tense after the meeting Surinder decides to take stock of things with his team members and plans to meet Ramesh in a couple of days.</p> <p>1. Based on the Case prepare an Agenda for meeting between Ramesh and his team members</p> | 15 | CO3 |
| Q19 | <p>1.Highlight the Key issues in the Case</p> <p>2. Prepare an action plan on behalf of Suresh which he should present to Ramesh after two days</p> | 15 | CO4 |