



# P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Second Semester, Master of Business Administration (MBA)

Semester End Examination; October -2022

Human Resource Management

Time: 3 hrs

Max. Marks: 100

Note: Answer all **FOUR** full questions from **PART - A** and **PART - B** (Case Study) is compulsory.

Q. No.	Questions	Marks	BLs	COs
<b>PART - A</b>				
1 a.	Define "HRM". Explain in detail the nature of HRM.	10	L2	CO2
b.	Explain the evolution phases of the HRM concept.	10	L4	CO3
<b>OR</b>				
2 a.	Identify and discuss the managerial and operative functions of HRM.	10	L4	CO3
b.	What are the qualities required for HR manager.	10	L2	CO4
3 a.	Distinguish between Job design and Job analysis.	10	L1	CO3
b.	Discuss job description and job specification.	10	L1	CO1
<b>OR</b>				
4 a.	Explain the objectives of HRP.	10	L4	CO3
b.	What are the sources of recruitment in business firms? Explain merits and demerits of sources.	10	L4	CO4
5 a.	What is selection? Explain the steps involved in selection process.	10	L6	CO3
b.	Discuss the different types of test in selection.	10	L5	CO4
<b>OR</b>				
6 a.	Explain the modern methods of performance appraisal.	10	L2	CO2
b.	Briefly explain off the job training methods.	10	L3	CO1
7 a.	Discuss any two concepts:			
	i) Transfer	10	L2	CO2
	ii) Demotion			
	iii) External mobility			
b.	Explain the merits and demerits of promotion based on seniority.	10	L5	CO5
<b>OR</b>				
8 a.	What are the objectives of compensation? Explain.	10	L3	CO3
b.	Explain various welfare and recreation facilities offered to employees.	10	L5	CO4

**PART - B (Case Study Compulsory)****9. Fake CVs Roll in the Indian Job market**

In March 2009, some leading IT services companies in India such as Wipro Technologies India dismissed several employees, when they discovered that the information provided in the employees' curriculum Vitae (CV) was false.

The companies also blamed some of the Recruitment agencies which had recruited the dismissed employees for helping them fake their CVs. Police complaints were lodged against some of these Recruitment agencies and they were even asked to refund the expenditure incurred by the companies in hiring the dismissed employees.

These charges and allegations highlighted the growing problem of fake CVs in the Indian Job market. The phenomenon of Fake CV's was not just restricted to the software industry. It was also prevalent in other sectors like IT's, financial services, Retail etc. It was estimated that Rs. 400 crores was spent by Indian companies for filling 2,00,000 jobs a year in these sectors & 10-12% of the selected candidates had submitted false information in their CV's.

**Questions:**

- |   |    |    |     |
|---|----|----|-----|
| a. What is the Opinion of your mind in this case?                             | 10 | L3 | CO3 |
| b. The recruitment agencies are strength / weakness to the Industry. Discuss. | 10 | L4 | CO4 |

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