Roll No. [ ][ ][ ][ ][ ][ ][ ][ ][ ][ ]

PRESIDENCY UNIVERSITY

BENGALURU

School of Commerce

Mid - Term Examinations - November 2024

Semester: 7th Semester

Course Code: MGT 2023

Course Name: People Management

Program: BE

Date: 04-11-2024

Time: 11:45am – 01:15pm

Max Marks: 50

Weightage: 25%

Instructions:

(i) Read all questions carefully and answer accordingly.

(ii) Do not write anything on the question paper other than roll number.

Part A

Answer ALL the Questions. Each question carries 2marks.   **2Qx5M=10M**

1	What is Human Resource Planning?	2 Marks	Understand	CO – 1
2	Define Career and Succession Planning.	2 Marks	Understand	CO – 2
3	State the difference between Recruitment and Selection.	2 Marks	Understand	CO – 1
4	How does effective induction help in employee placement?	2 Marks	Remember	CO – 1
5	Explain the impact of separation on an organization's workforce.	2 Marks	Remember	CO – 2

Part B

Answer ALL Questions. Each question carries 10 marks.   **4QX10M=40M**

6	Explain the scope of People Management in a modern organization. How does it differ from traditional HR practices?	10 Marks	Understand	CO – 1

Or

7	Explain how job analysis supports effective workforce planning. Provide examples of how a well-defined Job Specification can help streamline the recruitment process.	10 Marks	Understand	CO – 1

8	Assume you are responsible for recruitment in a growing tech company. Explain how Job Analysis (including Job Description and Job Specification) would help you hire the right candidates	**10 Marks**	**Understand**	**CO – 1**

<div align="center">**Or**</div>

9	Recruitment and selection are critical to building a successful workforce. Explain how each process contributes to hiring the best talent	**10 Marks**	**Understand**	**CO – 1**

10	Training and development are key to HRD. Explain how training programs can improve organizational performance in engineering firms.	**10 Marks**	**Remember**	**CO – 2**

<div align="center">**Or**</div>

11	Discuss how Executive Development helps prepare future leaders in an organization. Provide examples from the civil / petroleum sector.	**10 Marks**	**Remember**	**CO – 2**

12	Career Planning and Succession Planning are essential for organizational continuity. How would you implement these strategies in a growing tech company?	**10 Marks**	**Remember**	**CO – 2**

<div align="center">**Or**</div>

13	Discuss the importance of managing employee separation effectively. How does it impact the organization if not handled properly?	**10 Marks**	**Remember**	**CO – 2**