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**PRESIDENCY UNIVERSITY**

**Bengaluru**

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| **End - Term Examinations – January 2025** |
| **Date:** 02 -01-2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** School of Engineering | **Program**: CIV/EEE/ECE/MEC/MCM/PET | |
| **Course Code:** MGT2023 | **Course Name:** People Management | |
| **Semester**: VII | **Max Marks**: 100 | **Weightage**: 50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** |
| **Marks** | **28** | **37** | **35** |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

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| **Answer ALL the Questions. (10 x 2Marks = 20Marks)** | **Bloom's Level** | **CO** |

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| **1** | What are the key recent developments in people management? | **2 Marks** | **Remember** | **CO1** |
| **2** | Describe the role of job description and job specification in recruitment. | **2 Marks** | **Remember** | **CO1** |
| **3** | Explain the significance of human resource planning in an organization. | **2 Marks** | **Remember** | **CO1** |
| **4** | What is the role of internal mobility in employee development? | **2 Marks** | **Remember** | **CO2** |
| **5** | How does succession planning benefit both employees and organizations? | **2 Marks** | **Remember** | **CO2** |
| **6** | Explain the concept of incentives and employee benefits in a corporate environment. | **2 Marks** | **Remember** | **CO2** |
| **7** | What are the different types of HRD interventions and their impact? | **2 Marks** | **Remember** | **CO2** |
| **8** | What are the key aspects of personnel records and their importance in managing welfare? | **2 Marks** | **Remember** | **CO3** |
| **9** | Explain how social security schemes benefit employees in the long term. | **2 Marks** | **Remember** | **CO3** |
| **10** | Discuss the various HR audits and research processes in managing employee welfare. | **2 Marks** | **Remember** | **CO3** |

**Part B**

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| **Answer ALL the Questions. (5 x 7Marks = 35Marks)** | | | | **Bloom's Level** | **CO** |
| **6** | **a** | What are the various roles of people management within an organization? Discuss how these roles support the development of an organization's culture. | **7 Marks** | **Understand** | **CO1** |
| **Or** | | | | |
| **b** | Explain how job analysis (including job description and job specification) contributes to effective people management and recruitment processes. | **7 Marks** | **Understand** | **CO1** |

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| **7** | **a** | Discuss the significance of career and succession planning for organizational growth. How can effective career planning improve employee retention? | **7 Marks** | **Understand** | **CO2** |
| **Or** | | | | |
| **b** | Explain the concept of job evaluation. Discuss its role in determining employee compensation and ensuring fairness in the workplace. | **7 Marks** | **Understand** | **CO2** |

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| **8** | **a** | How does performance appraisal contribute to employee development? Explain the different approaches to performance evaluation and their advantages. | **7 Marks** | **Understand** | **CO2** |
| **Or** | | | | |
| **b** | What are HRD interventions, and how do they contribute to employee development? Discuss their impact on organizational performance and employee satisfaction. | **7 Marks** | **Understand** | **CO2** |

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| **9** | **a** | Explain how employee health and safety initiatives are related to employee welfare. Discuss the benefits of creating a safe work environment. | **7 Marks** | **Understand** | **CO3** |
| **Or** | | | | |
| **b** | Discuss the role of social security schemes in enhancing employee security. How do these schemes help in building trust between employees and employers? | **7 Marks** | **Understand** | **CO3** |

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| **10** | **a** | Explain the importance of HR research in evaluating employee welfare programs. How can research findings help improve welfare initiatives? | **7 Marks** | **Understand** | **CO3** |
| **Or** | | | | |
| **b** | Discuss the benefits of implementing effective stress management programs for employees. How do these programs contribute to a positive organizational culture? | **7 Marks** | **Understand** | **CO3** |

**Part C**

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| **Answer Any THREE Questions. Each question carries 15 marks. (3 x 15Marks = 45Marks)** | **Bloom's Level** | **CO** |

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| **11** | Apply the functions and roles of people management to develop a human resource plan for an organization that is expanding internationally. Discuss how recruitment, selection, and induction processes should be adapted to accommodate international diversity. | **15 Marks** | **Apply** | **CO1** |
| **12** | Design a comprehensive career and succession planning strategy for an organization. Explain how internal mobility, performance appraisals, and training initiatives can help build leadership capacity and ensure a strong talent pipeline. | **15 Marks** | **Apply** | **CO2** |
| **13** | As an HR manager, develop an employee development program that integrates training, job evaluation, and compensation administration. Discuss how these elements will work together to improve employee skills and job satisfaction. | **15 Marks** | **Apply** | **CO2** |
| **14** | Design a stress management and wellness program for employees in a high-pressure industry (e.g., finance or tech). Discuss how such a program can contribute to improved employee welfare and reduce burnout. | **15 Marks** | **Apply** | **CO3** |