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 **PRESIDENCY UNIVERSITY**

  **Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 30 – 01-2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOM | **Program:** Ph.D. |
| **Course Code :** MGT838 | **Course Name :** Human Resource Management |
| **Semester**: | **Max Marks**: 100 | **Weightage**:50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **40** | **30** | **30** |  |  |

**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. Each question carries 10 Marks. 6Q x 10M=60Marks** |
| **1** | Differentiate between on-the-job and off-the-job training in detail. | **10 Marks** | **L** | **CO1** |
| **2** | What is job crafting, and how does it benefit employees in detail? | **10 Marks** | **L** | **CO1** |
| **3** | State three objectives of performance appraisal in detail. | **10 Marks** | **L** | **CO1** |
| **4** | Mention five components of pay structure in India. | **10 Marks** | **L** | **CO1** |
| **5** | What are intramural and extramural welfare activities in detail? | **10 Marks** | **L** | **CO1** |
| **6** | Define collective bargaining and its process in brief. | **10 Marks** | **L** | **CO1** |

**Part B**

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| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** |
| **7.** |  | Critically evaluate the causes of industrial disputes in the manufacturing sector. Suggest strategies using collective bargaining and disciplinary action to resolve and prevent such disputes. | **20 Marks** | **H** | **CO2** |
|  |
| **8.** |  | Develop a strategic HRM plan that integrates workforce diversity, training, performance appraisal, and retention strategies to create a high-performing and motivated workforce in a hybrid working environment. | **20 Marks** | **H** | **CO3** |

**\*\*\*\*\* BEST WISHES \*\*\*\*\***