



# PRESIDENCY UNIVERSITY

BENGALURU

Roll No.														
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## End - Term Examinations – MAY/ JUNE 2025

Date: 04-06-2025

Time: 01:00 pm – 04:00 pm

School: SOE/SOCSE	Program: B.Tech	
Course Code: MGT2023	Course Name: People Management	
Semester: IV	Max Marks: 100	Weightage: 50%

CO - Levels	C01	C02	C03
Marks	24	36	50

### 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.

10Q x 2M=20M

1.	Define People Management.	2 Marks	L1	C01
2.	List any two functions of People Management.	2 Marks	L1	C01
3.	Mention two types of employee separation.	2 Marks	L1	C01
4.	Name two types of employee training.	2 Marks	L1	C02
5.	What does 'Succession Planning' mean?	2 Marks	L1	C02
6.	Give two examples of non-monetary incentives.	2 Marks	L1	C02
7.	List three workplace safety measures	2 Marks	L1	C03
8.	What is 'Grievance Redressal'?	2 Marks	L1	C03
9.	Recall the concept of HR Audit.	2 Marks	L1	C03
10.	State the difference between Intra-Mural and Extra-Mural welfare activity.	2 Marks	L1	C03

## Part B

### Answer the Questions.

Total Marks 80M

11.	a.	A leading manufacturing firm has been facing delays in hiring due to unclear job roles and redundant interviews. The HR head wants to streamline the process, from job analysis to final placement. Explain how job analysis, job description, and job specification can be systematically used to improve recruitment and selection outcomes. Also, discuss how Human Resource Planning supports this process in the long term.	20 Marks	L2	CO 1
Or					
12.	a.	An IT startup is scaling quickly and needs to recruit and place 50 new software engineers within three months. However, there's confusion over selection criteria and induction procedures. Apply the recruitment and selection process in this context and suggest a structured induction plan. Explain how clear job specifications and role clarity can reduce early attrition.	20 Marks	L3	CO 1
Or					
13.	a.	XYZ Corporation has no formal training programs. Managers are promoted without structured development, and employees feel no career growth. Discuss the importance of Training, Executive Development, and Career & Succession Planning in employee growth. How can these components be systematically implemented to build a future-ready workforce?	20 Marks	L2	CO 2
Or					
14.	a.	Your company introduced a performance appraisal system last year, but many employees feel it is unfair and lacks transparency. Analyse the process of Performance and Potential Appraisal. How can it be linked to employee development and compensation decisions? Suggest ways to improve the fairness and effectiveness of the system.	20 Marks	L4	CO 2
Or					
15.	a.	An employee reports workplace harassment but fears retaliation, while another raises a grievance about unfair workload distribution. As HR:  1. Outline the step-by-step process to handle the harassment complaint while preventing retaliation.  2. Describe how you would investigate and resolve the workload grievance fairly.	20 Marks	L3	CO 3
Or					
16.	a.	A retail company is facing high turnover. Exit interviews reveal dissatisfaction with pay and lack of recognition for high	20 Marks	L3	CO 3

		performers. Apply the concepts of Compensation Administration, Incentives, and Employee Benefits to design a pay structure that attracts and retains talent. Include both monetary and non-monetary components in your plan.			
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<b>17.</b>	<b>a.</b>	Data Crew Inc. is facing high employee stress due to 12-hour work shifts. As an HR consultant, propose five welfare measures to reduce stress and analyse how these can enhance long-term productivity.	<b>20 Marks</b>	<b>L4</b>	<b>CO 3</b>
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**Or**

<b>18.</b>	<b>a.</b>	An industrial unit was recently penalised for not complying with safety standards. Employees have raised concerns about poor welfare amenities. Explain how Employee Welfare, Safety Measures, and Social Security provisions can improve working conditions and prevent legal or reputational risks. Provide examples of best practices	<b>20 Marks</b>	<b>L3</b>	<b>CO 3</b>
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