



PRESIDENCY UNIVERSITY

BENGALURU

| | | | | | | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| Roll No. | | | | | | | | | | | | | | | | | | | |
|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

End - Term Examinations - December 2025

Date: 15-12-2025

Time: 09.30am to 12.30pm

| | | |
|------------------------------|---|-----------------------|
| School: SOC | Program: B.COM | |
| Course Code : CBS1019 | Course Name: Human Resource Management | |
| Semester: I | Max Marks: 100 | Weightage: 50% |

| CO - Levels | C01 | C02 | C03 | C04 |
|--------------|-----------|-----------|-----------|-----------|
| Marks | 42 | 42 | 48 | 37 |

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. | Recall the functions of HRM | 2 Marks | L1 | C01 |
| 2. | How does an HR Manager's communication skill affect employee performance? | 2 Marks | L1 | C01 |
| 3. | What are the challenges organizations face in managing diversity? | 2 Marks | L1 | C01 |
| 4. | Relate the need of HR Planning for the welfare of the organization. | 2 Marks | L1 | C02 |
| 5. | Why is job enrichment considered a motivational technique? | 2 Marks | L1 | C02 |
| 6. | What do you mean by Job Analysis? | 2 Marks | L1 | C02 |
| 7. | Name any 2 job portals you know. | 2 Marks | L1 | C03 |
| 8. | When is promoting an employee considered as important? | 2 Marks | L1 | C04 |
| 9. | How does Green HRM differ from traditional HRM? | 2 Marks | L1 | C04 |
| 10. | How does vestibule training benefit an organization? | 2 Marks | L1 | C03 |

Part B

Answer ALL the Questions. Each question carries 7 marks.

5Q x 7M = 35M

| | | | | |
|------------|---|-----------------|-----------|------------|
| 11. | Summarize the objectives of a HRM | 07 Marks | L2 | CO1 |
| Or | | | | |
| 12. | Explain HR structure for compensation and Integration | 07 Marks | L2 | CO1 |
| Or | | | | |
| 13. | Classify various techniques of Job design | 07 Marks | L2 | CO2 |
| Or | | | | |
| 14. | Illustrate the reasons for Attrition. | 07 Marks | L2 | CO2 |
| Or | | | | |
| 15. | Extend the process of recruitment with an example of your choice. | 07 Marks | L2 | CO3 |
| Or | | | | |
| 16. | Identify various forms of Interviews in selection process | 07 Marks | L2 | CO1 |
| Or | | | | |
| 17. | Explain the purpose of promotion and its types | 07 Marks | L2 | CO4 |
| Or | | | | |
| 18. | Classify the types of employee transfers in HRM | 07 Marks | L2 | CO4 |
| Or | | | | |
| 19. | Derive the objectives of Training. | 07 Marks | L2 | CO3 |
| Or | | | | |
| 20. | Infer the External factors affect HR Planning | 07 Marks | L2 | CO2 |

Part C

Answer any three Questions. Each question carries 15marks

3Q x 15M=45M

| | | | | |
|------------|---|-----------------|-----------|------------|
| 21. | <p>Vision Healthcare Pvt. Ltd., a hospital recently introduced an advanced electronic health record (EHR) system to manage patient data more efficiently. However, many nurses and administrative staff were unfamiliar with digital systems and made frequent errors while entering patient details.</p> <p>To overcome this challenge, the HR Manager, Ms. Deepa, decided to organize a training program for all staff members. The training included hands on sessions, video tutorials, and role-playing exercises to help employees understand how to use the system correctly.</p> <p>After two weeks of training, the staff became more confident and accurate in their work. The hospital noticed faster data entry, fewer mistakes, and improved patient satisfaction levels.</p> <p>Why did Nova Healthcare decide to conduct a training program?</p> <p>Questions</p> <ul style="list-style-type: none"> • What types of training methods were used in this case? • How did the training program benefit the employees and the organization? • Suggest one more training method that could help improve employee performance further. | 15 Marks | L3 | CO3 |
|------------|---|-----------------|-----------|------------|

| | | | | |
|-----|---|----------|----|-----|
| 22. | NovaText Garments Pvt. Ltd., a textile manufacturing company faced employee dissatisfaction because some workers felt their pay did not match the difficulty or responsibility of their jobs. To ensure fairness, the HR Manager, Ms. Deepa, decided to conduct a Job Evaluation to determine the relative worth of each position. Identify different methods and suggest the right one to Ms. Deepa. | 15 Marks | L3 | CO2 |
| 23. | K-tech Solutions, a fast-growing software company, planned to launch a new mobile application development project. The HR manager, Ms. Priya, needed to recruit skilled app developers within a month. First, she chooses internal and external sources to find potential candidates. Find the combination of internal and external recruitment sources and help Ms. Priya to build a strong project team efficiently. | 15 Marks | L3 | CO3 |
| 24. | Mi-Tech Solutions Pvt. Ltd., an IT services company, conducts its annual performance appraisal to evaluate 50 software engineers working in different teams. The HR manager decides to use multiple appraisal methods to ensure a fair and balanced evaluation. Solve the situation by finding different methods of performance appraisal and suggest the suitable method for the Mi-Tech Solutions Pvt. Ltd. | 15 Marks | L3 | CO4 |
| 25. | <p>BlueWave Technologies, a multinational IT company in Bengaluru, recognized that a diverse workforce could bring new ideas and strengthen global collaboration. The HR Head, Mr. Arjun, launched a “Diversity First” initiative to make hiring more inclusive. The company began recruiting from different states, backgrounds, and age groups, and actively encouraged women and differently-abled candidates to apply.</p> <p>BlueWave also celebrated cultural festivals from various regions, offered flexible work policies for employees with family responsibilities, and provided sensitivity training to create awareness about gender equality and inclusivity. As a result, employees felt more respected and connected. The company noticed higher teamwork, creativity, and innovation in projects, proving that welcoming diversity not only builds harmony but also boosts business performance.</p> <p>Questions:</p> <ul style="list-style-type: none"> • How did BlueWave Technologies promote diversity in its workforce? • What initiatives helped create an inclusive workplace culture? • Suggest one more step the company could take to strengthen diversity practices. | 15 Marks | L3 | CO4 |