



**PRESIDENCY UNIVERSITY, BENGALURU
SCHOOL OF LAW**

Max Marks: 80 Max Time: 2 Hours Weightage: 20 % **Set A**

MID TERM EXAMINATION
I Semester 2016-17 Course: **BL A 207: Human Resource Management** 04 October 2016

Instructions:

- # Attempt all questions
- # Avoid false numbering

Part A

10 Q X 2 M = 20 Marks

1. What is Human Resource Strategy?
2. What is planning?
3. Define Recruitment
4. Define Competency
5. What is Downsizing?
6. Define HRIS
7. Define Job
8. What is Functional Job Analysis?
9. Define Executive Search
10. What is Campus recruitment?

Part B

6 Q X 5 M = 30 Marks

1. What is the role of HR in formulating the vision of an organization?
2. Explain various methods of Work Analysis?
3. Discuss the role of e-recruitment in the overall recruitment strategy of the organizations?
4. Outline the steps involved in Human resource planning?
5. Identify the emerging trends in recruitment
6. What is reference check? Do you agree with the view that reference check has become a mere formality in the selection process in Indian Organization?

Part C

3 Q X 10 M = 30 Marks

RaGold India Ltd (RIL) is one of the fastest growing manufacturers in electronic goods in Hyderabad. Because of the recent downsizing in most state level public sector undertaking in Andhra Pradesh, each job opening in the state attracts five times more applications than it did just a few years ago. An engineering position (thanks to over 225 engineering colleges in the State) is likely to generate as many as 500 applicants. You would think that under the circumstances finding employees would be easy, but the wide spread layoffs made during the downsizing, and the need for people to seek new career paths, have created a glut of less-than-qualified applicants.

1. What selection tools can RIL use to get the most qualified employees for its vast pool of job seekers?
2. What selection tools do you think are the best predictors of job performance?
3. What are the various methods of selection you would use? What are the advantages and disadvantages of these methods?