

**PRESIDENCY UNIVERSITY
BENGALURU**



SCHOOL OF ENGINEERING

MAKE UP EXAMINATION – JAN 2023

Course Code: COM2001

Course Name: Introduction to HRM

Program : Btech

Date: 30-JAN-2023

Time: 01:00PM – 04:00PM

Max Marks: 100

Weightage:50%

Instructions:

(i) Read the all questions carefully and answer accordingly.

Part A [Memory Recall Questions]

Answer all the Questions. Each question carries FIVE marks.

(5Qx 5M= 25M)

1. Salary or remuneration is a driving factor that motivates an employee to perform at work. Describe the concept of compensation policy. (CO 1) [Knowledge]
2. Employer provides leaves to the employees so that they can take a break from their routine work and also be able to take off from work in case of emergency. Explain the concept of leave policy. (CO 1) [Knowledge]
3. Employee and employer relationship at work implies the logic of give and take approach. Employees expect upgrade in their job role based on their performance at work. Discuss the concept of promotion policy and its relevance in motivating employees. (CO 1) [Knowledge]
4. Onboarding of a new employee in an organization involves a lot of procedures, hence it has to be organized and systematic in nature. Discuss the concept of Recruitment policy and its relevance in a company. (CO 1) [Knowledge]
5. Performance evaluation is a critical practice as it assesses the employee performance, suggests areas for performance improvement, helps in determining training needs, employee counseling etc. Discuss performance evaluation policy and its significance for a company (CO 1) [Knowledge]

Part B [Thought Provoking Questions]

Answer all the Questions. Each question carries FIFTEEN marks.

(3Qx15M=45M)

6. Rapid change in technology and practices of various industry makes it a matter of concern for the companies to be updated with the recent trends and manpower that is the employees

of the organization play an important role in helping the company to be competitive in the industry. Hence it is the responsibility of the company to ensure that employees are well trained and upskilled on regular basis. Discuss the meaning and importance of training program. (CO 2) [Comprehension]

7. Training is an important practice of a company as it helps the employees to stay abreast with changing industry practices, hence following a systematic procedure for imparting training program is advisable for the company. Discuss the process of training program with an example. (CO 2) [Comprehension]
8. Main objective of training program is to impart knowledge to employees which could be related to work, people management or professional development of employees. Technique of training adopted mainly depends on the nature of work performed by employees. Explain the methods of on the job and off the job training. (CO 2) [Comprehension]

Part C [Problem Solving Questions]

Answer all the Questions. Each question carries FIFTEEN marks.

(2Qx15M=30M)

9. Technological advancement, remote working of employees, workplace diversity, workforce from different age group and many such factors has signified the role of HR policies and the role of HR manager in last few years. Though the company's management have been supportive and accommodative in changing the workplace policies with the changing trend, still the challenges faced by a HR manager remains the same. Illustrate the various challenges faced by a HR manager and relevance of managing these change. (CO 1) [Application]
10. Manpower is an uncontrollable factor as human resources of an organization has the ability to manage other resources of the company. Hence it is important for the company to take utmost care in attracting and retaining the best talent and at the same time mobilizing and directing them towards accomplishment of organization goals. HR department is vested with the responsibility of these activities and no doubt it is a fulcrum of any company. Illustrate the role of HR manager in an organization. (CO 1) [Application]