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PRESIDENCY UNIVERSITY BENGALURU

**SET A**

SCHOOL OF LAW

**END TERM EXAMINATION – MAY / JUNE 2024**

**Semester :** Semester II - 2023

**Course Code :** BCL4002

**Course Name :** Human Resource Management

**Program :** B.Com LLB Honors

**Date :** June 21, 2024

**Time :** 09.30am to 12.30pm

**Max Marks :** 100

**Weightage :** 50%

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Question paper consists of 3 parts.*
3. *Scientific and non-programmable calculator are permitted.*
4. *Do not write any information on the question paper other than Roll Number.*

**PART A**

**ANSWER ANY FOUR QUESTIONS 4Q X 5M = 20 MARKS**

* 1. HRM is responsible for the entire lifecycle of an employee's term in an organization. Explain the mentioned statement in terms of scope of HRM.
  2. How do organizations ensure fairness and equity in the selection process?
  3. State the purpose of medical examination in selection.
  4. Explain the difference between internal and external recruitment methods.

(CO3) [Knowledge] (CO3) [Knowledge] (CO4) [Knowledge]

(CO2) [Knowledge]

* 1. What are the benefits of implementing a structured induction program for new employees?

(CO5) [Knowledge]

* 1. What happens in the case of a demotion?

(CO5) [Knowledge]

**PART B**

**ANSWER ANY FOUR QUESTIONS 4Q X 10M = 40 MARKS**

* 1. Explain the term 'training' in an organization.

(CO1) [Application]

* 1. The internal factors, also known as intrinsic factors, are the association-level components that influence organizational selection. Discuss about various internal factors which influences recruitment in an organization.

(CO3) [Application]

* 1. To have an effective training program, a number of steps in the training process must be followed in a systematic way. Explain the role of Determination of the Training Needs, Development of the Training Objectives and Selection of the Training Techniques for implementation of effective training programme.

(CO4) [Application]

* 1. Off-the-job training recipients may learn more about their field of expertise outside of their place of employment. Discuss about following off-the job trainings- Case Study Method, Lecture Method and Role-playing.

(CO4) [Application]

* 1. The external forces are the forces which cannot be controlled by the organization. Based on above statement discuss about various external factors which influences recruitment in an organization.

(CO3) [Application]

* 1. Human Resource Analytics, often referred to as HR Analytics or People Analytics, is a field that leverages data and statistical methods to analyze and interpret human resource data. Mentioned about any three trends of HR analytics.

(CO1) [Application]

**PART C**

**ANSWER ANY TWO QUESTIONS 2Q X 20M = 40 MARKS**

* 1. A performance appraisal is a regular review of an employee’s job performance and contribution to a company. Discuss the above statement. Mention any four objectives of performance appraisal.

(CO5) [Analysis]

* 1. The process of learning the skills you need to do a particular job or activity is known as training. Explain about the pre-requisite of employee training.

(CO4) [Analysis]

* 1. Basic requirement for fulfilling HRP is demand and supply of employee. Describe the difference between demand forecasting and supply forecasting in the context of Human Resource Planning.

(CO2) [Analysis]