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PRESIDENCY UNIVERSITY BENGALURU

Department of Research & Development

Mid - Term Examinations - AUGUST 2024

Odd Semester: Ph.D. Course Work

Course Code: MGT838

Course Name: Human Resource Management

Department: School of Management

Date: 12-08-2024

Time: 09.30am to 11.00am

Max Marks: 50

Weightage: 25%

Instructions:

- (i) Read the all questions carefully and answer accordingly.
 - (ii) Do not write any matter on the question paper other than roll number.
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PART A (THOUGHT PROVOKING)

Answer all the Questions. Each question carries 5 marks.

(4Qx 5M= 20M)

1. How has the evolution of Human Resource Management changed its role within organizations today? Discuss how these changes reflect broader trends in the workplace.
(CO1 BL: Knowledge)
2. What key qualities do you believe are essential for an effective HR manager? How do these qualities impact the overall success of an HR department? (CO2 BL: Comprehension)
3. Why is conducting a training needs analysis crucial before implementing any training program? How can it impact the effectiveness of the training? (CO3 BL: Knowledge)
4. What are the key objectives of performance management in an organization? How do these objectives help in aligning individual performance with organizational goals? (CO4 BL: Comprehension)

PART B (PROBLEM SOLVING)

Answer all the Questions. Each question carries 10 marks.

(3Qx 10M= 30M)

5. Your company needs to hire two new customer service representatives. Create a simple job description that includes:
 - Key responsibilities

- Required skills
- Qualifications

How will this job description help attract the right candidates? (CO1 BL: Application)

6. Your organization is struggling to find qualified candidates for open positions. Design a basic recruitment plan that includes:

- Two sources for attracting candidates (e.g., job boards, social media)
- One strategy for promoting the job openings

How will these choices improve your chances of finding suitable candidates? (CO1 BL: Application)

7. You are tasked with implementing a new performance appraisal system using the 360-degree appraisal method. Outline the steps you would take to introduce this system, including:

- How you would explain the process to employees
- Ways to gather feedback from different sources
- How you would handle any concerns or resistance from staff. (CO2 BL: Application)