

## PGD (Rep) Semester-1 Examination

## HRM P-II

## HRM

April-2024

Time : 2-30 Hours]

[Max. Marks : 70

## No. Types of questions

## Q1. Answer any two questions

- a) Describe different functions of HRM (7 Marks)
- b) Explain the process of employee on-boarding and off-boarding (7 Marks)
- c) Explain the psychological biases in the employee selection process (7 Marks)

## Q 2. Answer any two questions

- a) Difference between recruitment and selection (7 Marks)
- b) Explain the common flaws in job description (7 Marks)
- c) Explain opportunities and challenges of HR managers in today's scenario (7 Marks)

## Q3.

- a) Define employee retention. Discuss its benefits and limitations (7 Marks)
- b) Explain different sources of recruitment (7 Marks)

OR

- a) Best practices for managing diversity and inclusion at workplace (7 Marks)
- b) Explain four interview methods along with their benefits and limitations. (7 Marks)

## Q4.

- a) Define job analysis. Explain four methods for job analysis (7 Marks)
- b) Explain the importance of employee well-being in today's scenario (7 Marks)

OR

- a) Explain different parts of compensation (7 Marks)
- b) Explain about different interview biases (7 Marks)

## Q5.

(14 Marks)

Mr Mishra has been working in BK Pharma Ltd for the last 15 years and his home town Kolkata is his head office since beginning. He has got an offer from a new foreign company with a higher package and a better position. The HR was little hesitant to lose such a consistent, dedicated and bright employee. Now with due discussion at the head office, they had offered a national head position with a higher package in one sister concern of the company. Now the head office became Chennai. Mr Mishra was quite impressed by the offer and decided to join. His wife was a state government school teacher, so shifting to Chennai was not possible for her. Hence she remained with their infant son at Kolkata. After six months of this arrangement, Mr Mishra resigned from his job abruptly.

- a) What would be the reason for his resignation?
- b) What would you do as a HR person to retain this talent?

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