



Seat No. : _____

DP-206

December-2025

Integrated MBA, Sem.-V

DSC-C-IMBA-351 : Human Resource Management

Time : 2:00 Hours]

[Max. Marks : 50

1. Given the rise of hybrid work models and data-driven decision-making, what are the top five non-negotiable competencies – including both ‘hard’ qualifications (like HR certification and legal compliance) and ‘soft’ qualities (like emotional intelligence and conflict resolution) – that an HR Manager must possess to drive organizational resilience and talent development ? **10**

OR

1. (a) What are the primary internal factors that significantly influence and shape the process and outcomes of Human Resource Planning (HRP) ? **5**
1. (b) Discuss the essential need for HRP proactively managing the talent pipeline. **5**
2. (a) Draft a Job Description for Digital Marketing Content Specialist, ensuring clear responsibilities, required competencies, performance indicators, and alignment with current industry trends and Gen Z workforce expectations. **5**
2. (b) Define the primary goal of the Employee Selection process and list any four common types of Employment Tests used to assess candidates. **5**

OR

2. Elaborate on the various steps involved in a modern organization’s Employee Selection Procedure. **10**
3. Explain the different stages of the training process in detail. Describe each stage with its purpose, key activities, and importance in ensuring effective employee training. **10**

OR

3. (a) Differentiate between Organisational career planning and Individual career planning. **5**
3. (b) Explain the various steps involved in conducting an effective employee induction program. **5**
4. Explain the mechanism of wage and salary administration in an organization. **10**

OR

4. (a) Define remuneration and explain the different types of rewards offered to employees. **5**
4. (b) Explain the need for extending fringe benefits to employees in an organization. **5**
5. Answer in brief or MCQs : **10**
- (1) State the importance of a reward system in motivating employees.
 - (2) Mention the various off-the-job training programs.
 - (3) Mention different types of counselling.
 - (4) Sensitivity Training primarily aims to improve :
 - (a) Technical skills
 - (b) Interpersonal relationships and self-awareness
 - (c) Physical fitness
 - (d) Job rotation techniques
 - (5) Which law in India makes bonus a legal right for eligible employees ?
 - (a) Payment of Gratuity Act, 1972
 - (b) Payment of Bonus Act, 1965
 - (c) Minimum Wages Act, 1948
 - (d) Factories Act, 1948
 - (6) Psychometric test in selection evaluates

(a) Technical skills	(b) Behavioural traits & personality
(c) Salary expectations	(d) Past work history
 - (7) HRP includes which of the following ?

(a) Training only	(b) Job rotation
(c) Demand & supply forecasting	(d) Wage determination
 - (8) Which method is MOST used for internal recruitment ?

(a) Job portals	(b) Promotions
(c) Campus placement	(d) Digital job ads
 - (9) List down four best practices in recruitment.
 - (10) Define Job Specification.
 - (11) List down two objectives of HRP.
 - (12) The primary purpose of employee training is to :
 - (a) Increase employee wages
 - (b) Improve employee knowledge, skills, and performance
 - (c) Conduct employee appraisal
 - (d) Reduce working hours
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