

## MBA DM/SIBFT Sem.-2 Examination

## HRM

Time : 2-30 Hours]

May-2025

[Max. Marks : 70

- Q.1.(A) How have recent technological advancements transformed HR practices, and what are the practical implications of these changes on recruitment, employee engagement, and performance management in modern organizations? 07
- Q.1.(B) You are the HR manager of a growing tech startup that is hiring a Digital Marketing Manager. Draft a detailed job description for this role. 07
- OR
- Q.1.(A) There is no such thing as HR Life cycle. Do you agree or disagree? State your reasons for the same. 07
- Q.1.(B) As an HR manager of a retail company planning to open 10 new stores in the next year, how would you apply HR demand forecasting methods to determine the number and types of employees needed? 07
- Q.2. InnovateTech Solutions, a rapidly growing technology firm, has traditionally relied on annual performance reviews to assess employee performance. However, with the evolving business landscape and the need for continuous development, the company is considering integrating modern performance appraisal methods to enhance employee engagement and productivity. As an HR consultant brought in to assist InnovateTech Solutions, Suggest the modern performance appraisal techniques with its pros & cons which the company can implement. 14
- OR
- Q.2. Watson Public Ltd has long been recognized for its commitment to employee welfare and equitable treatment. However, the company recently faced challenges, including declining product quality and delays in supply chains. An internal investigation revealed that these issues stemmed from employee demoralization. The primary cause was the company's decision to recruit new employees for higher positions without considering internal candidates. Moreover, these new hires received higher salaries than existing employees in similar roles, leading to feelings of neglect and unfair treatment among long-standing staff. Analyze the situation at Watson Public Ltd. How can the company redesign its career management and internal promotion policies to enhance employee motivation, productivity, and retention? Additionally, what measures should be implemented to ensure fair treatment and maintain a positive, inclusive work environment? 14
- Q.3. Explain about staffing the global organization, staffing policy, Orienting, training and incentives. 14

OR

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- Q.3. Discuss different types of incentives plans for salespeople, professionals and executives. 14
- Q.4. Explain the following related to Minimum Wages Act, 1948 : 14
- a) Objectives
  - b) Definition of child, adolescent, adult and appropriate government
  - c) Penalties
  - d) Procedure for fixing minimum rate of wages
- OR
- Q.4. Briefly explain the following: 14
- a) Industrial relations and Industrial conflict
  - b) Equal Remuneration legislation
- Q.5. Answer the following in brief. (Any seven) 14
1. What is cross training? Provide example also.
  2. Describe one advantage & disadvantage of Critical incident method.
  3. List down the outcome of the HRD Framework for Employee Development
  4. List down any 4 best practices across different stages of the recruitment process.
  5. What is Scenario Planning in HRM?
  6. Define the term: Sound Industrial relations.
  7. Explain voluntary arbitration.
  8. Explain in brief ILO.
  9. Suggest any two Strategies to solve the industrial dispute.

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