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1705E711

Candidate's Seat No : _____

IMBA in FS (Rep) Sem.-2 Examination

FS-204

HRM-I

Time : 2-30 Hours]

May-2025

[Max. Marks : 70

Instructions:

- **Figures to the right indicate Full Marks.**
- **Do not write anything on the question paper.**

Q.1 How does an effective human resource planning process contribute to organizational sustainability, and what challenges do companies face in aligning workforce supply with future business demands? 10

OR

You have recently been appointed as the HR Manager of a mid-sized tech company experiencing high employee turnover and declining productivity. Apply your understanding of the scope of Human Resource Management to outline a strategic plan addressing these issues. Highlight which HR functions you would prioritize and why.

Q.2 Imagine your organization is expanding rapidly and needs to hire 50 customer service executives within a short time frame. As the HR executive, apply your understanding of the selection process to design an efficient yet effective selection strategy. What steps will you include in your selection process, and how will you ensure the quality of hires is not compromised due to time constraints? 10

OR

Your company is planning to launch a new department focused on Artificial Intelligence solutions. As the HR professional, you are tasked with recruiting the initial team. Apply the concepts of job analysis and job design to explain how you would determine the roles, responsibilities, and required qualifications for the new positions. How would you ensure the jobs are designed to enhance employee motivation and efficiency?

Q.3 Your company is transitioning from traditional retail operations to an e-commerce model. Many existing employees lack the digital skills required for the new setup. As the HR manager, how would you design a retraining program to ensure a smooth transition? What factors would you consider in identifying who needs retraining, and how would you measure the effectiveness of the program? 10

OR

How do different methods of employee training impact skill development, productivity, and organizational performance, and what factors should HR managers consider when selecting the most effective training method?

Q.4 Your company is planning to revise its compensation structure to ensure fairness and competitiveness in the market. As the HR professional, you are asked to 10

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recommend a suitable method of job evaluation. Based on the nature of jobs in your organization, ranging from administrative roles to technical positions, how would you choose an appropriate method of job evaluation? Justify your choice concerning organizational needs and job characteristics.

OR

Your organization is facing employee dissatisfaction due to perceived inequities in compensation across different roles. As the HR head, how would you apply the job evaluation process to ensure internal equity and fairness in pay structure? Outline the steps you would follow and explain how your approach would help resolve the issue.

Q.5 **One Liner Questions (10 out of 12)**

10

One Marks Each for the Questions

1. Ranking Method of Job Evaluation
 2. Recruitment
 3. Training
 4. Staffing
 5. Job Analysis
 6. Promotion
 7. Job Description
 8. External hiring
 9. Off-the-job training
 10. Factor comparison of Job Evaluation
 11. Performance Appraisal
 12. 360-degree feedback
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