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| **Program:** | **M.Com** | **Semester:** | **I** | **Program Code:** | **PGCOM01** |
| **Course:** | **Human Resource Management** | | | **Course Code:** | **59121** |

**Duration:** **2 Hour** **Examination Pattern:** **NEP-Autonomous- External** **Max. Marks:** **50**

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.
4. CO (Course Outcome), KL (Knowledge Level).

**Examination:**

**REGULAR**

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| **Q. 1** | | **Read the following case study and answer the following questions:** | **[10]** | **CO's** | **KL's** |
| | | Ananya completed her MBA in Human Resource Management and was initially unsure about the career opportunities available in HR. During campus placement, she joined a growing IT company as an HR Executive. Her initial responsibilities included recruitment, conducting interviews, onboarding new employees and maintaining employee records. As she gained experience, she became interested in employee development and started assisting the Learning and Development team. She also participated in employee engagement activities and helped organize training programmes. After three years, Ananya was promoted to HR Manager and began handling recruitment, performance management and employee relations. She realized that HR offered several career paths rather than a single type of job. Her company also encouraged employees to develop specialized expertise in areas such as Talent Acquisition, Learning and Development and HR Analytics. Ananya now plans to specialize in Talent Management. Her journey helped her understand that HR can provide continuous learning, career growth and opportunities to contribute directly to organizational success. | | | |
| | **(a)** | Explain how Ananya's career progression demonstrates the growth opportunities in HRM. | **03** | **CO2** | **L2** |
| | **(b)** | What skills should Ananya develop to become successful in Talent Management? | **03** | **CO2** | **L3** |
| | **(c)** | Why can HRM be considered a promising career option for management students? | **04** | **CO2** | **L3** |
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| **Q. 2** | | **Attempt the following.** | **[10]** | **CO's** | **KL's** |
| | **(a)** | Elaborate on the evolution of Human Resource Management and discuss any four recent trends in HRM. | **10** | **CO1** | **L2** |
| | | **OR** | | | |
| | **(b)** | Explain the meaning and importance of Human Resource Planning. | **10** | **CO1** | **L2** |
| **Q. 3** | | **Attempt the following.** | **[10]** | **CO's** | **KL's** |
| | **(a)** | Discuss the steps involved in designing an effective training programme. | **10** | **CO1** | **L2** |
| | | **OR** | | | |



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| | (b) | What is performance appraisal? Discuss the methods of Performance Appraisal. | 10 | CO1 | L1<br>L2 |
| Q. 4 | | **Attempt the following.** | [10] | CO's | KL's |
| | (a) | Analyse the impact of job stress on employee performance and suggest suitable organisational measures to manage job stress. | 10 | CO1 | L4 |
| | | **OR** | | | |
| | (b) | Analyse the need for Work-Life Balance and explain the role of an organisation in maintaining the physical and mental health of employees. | 10 | CO1 | L4 |
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| Q. 5 | | **Attempt the following.** | [10] | CO's | KL's |
| | (a) | Enlist and analyze the major steps involved in the Talent Management process. | 10 | CO1 | L1<br>L4 |
| | | **OR** | | | |
| | (b) | Analyse the challenges faced by organisations while managing Generation Z employees and suggest suitable HR strategies. | 10 | CO1 | L4 |

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