

R.N.G.PATEL INSTITUTE OF TECHNOLOGY-RNGPIT
(An Autonomous College U/s UGC Act 1956)

MBA SEMESTER - II, SEMESTER END EXAMINATION – SUMMER 2025

Subject Code: 1MB1205

Date: 06-06-2025

Subject Name: HUMAN RESOURCE MANAGEMENT

Time: 09:00 AM to 12:00 PM

Total Marks: 70

Instructions

1. It is **compulsory** for students to write **Enrolment No. /Seat No.** on the question paper.
2. Write answers of **Section A** and **Section B** in **separate answer books**.
3. Attempt all questions from both **Section A** and **Section B**.
4. Each section carries **35 marks**, with a total of **70 marks** for the examination.
5. The figures to the right of each question indicate full marks, make suitable assumptions with justification.
6. BL - Bloom's Taxonomy Levels (R-Remember, U-Understanding, A –Application, N –Analyze, E – Evaluate, C -Create), CO - Course Outcomes.

SECTION A

	Marks	BL	CO
Q.1 Multiple-Choice Questions	[05]		
(a) Which of the following is not a function of HRM?	1	R	1
<div>(i) Recruitment</div> <div>(ii) Auditing</div> <div>(iii) Training</div> <div>(iv) Performance appraisal</div>			
(b) Human Resource Planning is important because	1	U	1
<div>(i) It reduces labour cost</div> <div>(ii) It increases absenteeism</div> <div>(iii) It leads to overstaffing</div> <div>(iv) It causes employee dissatisfaction</div>			
(c) A job description includes	1	R	1
<div>(i) Name of employee</div> <div>(ii) Tasks and responsibilities</div> <div>(iii) Employee's personal goals</div> <div>(iv) Salary details only</div>			
(d) The main objective of job evaluation is to	1	U	2
<div>(i) Fire underperformers</div> <div>(ii) Evaluate employee loyalty</div> <div>(iii) Determine the value of a job</div> <div>(iv) Assess profits</div>			

(e) On-the-job training includes:	1	R	2
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(i) Job rotation

(ii) Role play

(iii) Case study

(iv) Conference method

Q.2 Attempt Any Two	[10]		
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(a) Explain the objectives and scope of Human Resource Management.	5	A	1
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(b) Discuss the benefits and process of Human Resource Planning.	5	N	1
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(c) Describe the changing environment of HRM in India and the impact of globalization.	5	A	1
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Q.3 Attempt Any Two	[10]		
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(a) Define Job Analysis. Explain its features and process.	5	E	1
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(b) What is a Job Description and Job Specification? How are they useful?	5	A	2
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(c) Explain the components and significance of Job Design.	5	N	1
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Q.4 Attempt Any Two	[10]		
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(a) Describe the process and methods of Job Evaluation.	5	A	2
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(b) Differentiate between Training and Management Development.	5	N	2
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(c) Explain the steps in the Training process and methods of Management Development.	5	E	2
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SECTION B

Marks BL CO

Q.5 Multiple-Choice Questions

[05]

(a) Managing a gig workforce in logistics requires:

1 A 3

- | | |
|--|---|
| <p>(i) Strict 9-5 job scheduling</p> <p>(iii) Permanent employment contracts</p> | <p>(ii) Flexibility and short-term contracts</p> <p>(iv) No employee training</p> |
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(b) Green HR practices focus on:

1 U 4

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|--|--|
| <p>(i) Hiring only environmental activists</p> <p>(iii) Increasing paperwork</p> | <p>(ii) Reducing HR staff</p> <p>(iv) Making HR activities environmentally sustainable</p> |
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(c) Industrial Relations mainly deals with the relationship between:

1 R 4

- | | |
|--|---|
| <p>(i) Government and people</p> <p>(iii) Employer and employees</p> | <p>(ii) Customers and suppliers</p> <p>(iv) Managers and shareholders</p> |
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(d) Which of the following is a key step in the Performance Evaluation Process?

1 U 3

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|--|--|
| <p>(i) Ignoring employee feedback</p> <p>(iii) Setting performance standards</p> | <p>(ii) Promoting favoritism</p> <p>(iv) Reducing job responsibilities</p> |
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(e) Management by Objectives (MBO) focuses on:

1 R 3

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|--|--|
| <p>(i) Setting and achieving specific goals</p> <p>(iii) Hiring temporary workers only</p> | <p>(ii) Supervising day-to-day tasks</p> <p>(iv) Punishing underperforming employees</p> |
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Q.6 Attempt Any Two

[10]

(a) What is the 360-degree feedback method of performance evaluation? Explain with suitable examples.

5 R 3

(b) Provide an overview of the Trade Union Act of 1926 and its significance.

5 U 3

(c) What do mean by Industrial relations. Clarify its objectives and importance.	5	R	3
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Q.7 Attempt Any Two	[10]		
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(a) “Maintaining consistent quality, ensuring legal compliance, providing training, managing flexible schedules, and creating a sense of belonging among temporary or freelance workers.” Discuss the statement in context of recent challenges in managing a gig workforce in the logistics industry.	5	E	3
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(b) What are the benefits of using AI tools for employee training and development in logistics? Explain with necessary examples.	5	A	4
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(c) “HR analytics, automation, and AI streamline recruitment by analyzing candidate data, predicting job fit, automating interview processes, improving speed and accuracy in hiring and development.” Explain the statement in the light of AI transforming hiring and training in the logistics sector.	5	U	3
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Q.8 Attempt Any Two	[10]		
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(a) “HR can promote green practices by recruiting eco-conscious employees, training staff on sustainable operations, encouraging energy-efficient work practices, and embedding environmental goals into organizational policies.” Make clear in context of sustainability and green initiatives in supply chain management.	5	N	4
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(b) Briefly describe the steps involved in the Performance Evaluation Process.	5	U	4
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(c) State the meaning and purpose of Management by Objectives (MBO) in performance evaluation.	5	R	4
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