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

IMBA SEMESTER-III, SEMESTER END EXAMINATION – WINTER 2025

SUBJECT CODE: 1BB0303   **DATE: 20-12-2025**
SUBJECT NAME: HUMAN RESOURCE MANAGEMENT-1
TIME: 11:00 AM to 01:30 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) The primary focus of Human Resource Management (HRM) is on:	1	U	1

  (i) Production processes   **(i)** Human capital and employee relations

  (ii) Marketing and sales   **(iv)** Production processes

		Marks	BL	CO
	(b) HRM can be best defined as:	1	U	1

  (i) Managing financial resources   **(ii)** Managing marketing strategies

  (iii) Managing human resources to achieve organizational goals   **(iv)** Managing technology in organizations

		Marks	BL	CO
	(c) Which of the following is **not** a feature of HRM?	1	R	1

  (i) It is a continuous process   **(ii)** It focuses only on employee recruitment

  (iii) It is both an art and a science   **(iv)** It aims for organizational and employee growth

		Marks	BL	CO
	(d) The scope of HRM includes:	1	R	1

  (i) Financial planning, auditing, and accounting   **(ii)** Recruitment, training, compensation, and performance appraisal

  (iii) Only employee welfare activities   **(iv)** Only labor union management

(e) The nature of HRM is: 1   U   1

    (i) Static and unchanging   **(ii)** Dynamic and evolving with organizational needs

    (iii) Focused on short-term results   **(iv)** Limited to hiring employees

Q.2	**Attempt Any Two**	**[10]**		
	(a) Distinguish between internal and external sources of recruitment.	5	U	2
	(b) Explain the selection process in detail.	5	R	2
	(c) Discuss the various methods of training and development used in organisations.	5	R	2
Q.3	**Attempt Any Two**	**[10]**		
	(a) Define Human Resource Management and explain its nature.	5	R	1
	(b) Explain the scope of Human Resource Management.	5	U	1
	(c) Differentiate between Human Resource Management and Personnel Management.	5	U	1
Q.4	**Attempt Any Two**	**[10]**		
	(a) What is Human Resource Planning (HRP)? Explain the process of HRP.	5	R	2
	(b) Describe the various methods of recruitment used by organizations.	5	R	2
	(c) Discuss the impact of technology on Human Resource Management practices.	5	U	1

SECTION B

		Marks	BL	CO

Q.5 **Multiple-Choice Questions** **[05]**

(a) According to Maslow, the highest level of human need is: **1** **R** **3**

    (i) Safety needs   **(ii)** Esteem needs

    (iii) Belongingness   **(iv)** Self-actualization

(b) Compensation Management involves: **1** **U** **3**

    (i) Recruitment and selection   **(ii)** Wage and salary administration

    (iii) Promotion policy   **(iv)** Job enrichment

(c) The main objective of Performance Appraisal is to: **1** **R** **3**

    (i) Punish poor performers   **(ii)** Evaluate and improve performance

    (iii) Reduce training costs   **(iv)** Increase competition among employees

(d) Work-Life Balance helps in: **1** **R** **4**

    (i) Increasing absenteeism   **(ii)** Reducing productivity

    (iii) Improving employee satisfaction   **(iv)** Minimizing job rotation

(e) Corporate Social Responsibility (CSR) refers to: **1** **U** **4**

    (i) Reducing employee salaries   **(ii)** Legal obligations only

    (iii) Voluntary actions for social and environmental welfare   **(iv)** Internal training programs

Q.6 **Attempt Any Two** **[10]**

(a) Define Performance Appraisal and discuss any two modern methods of appraisal. **5** **U** **3**

(b) Explain Herzberg's Two-Factor Theory. **5** **N** **3**

(c) What strategies can organizations use to improve Employee Retention? **5** **A** **3**

Q.7	**Attempt Any Two**		**[10]**		
	(a) What are the steps in the Grievance Handling Procedure? Explain.	**5**		**N**	**4**
	(b) Define Work-Life Balance. Explain its importance.	**5**		**U**	**4**
Q.8	**Attempt Any Two**		**[10]**		
	(a) Describe the main Labor Laws in India.	**5**		**R**	**4**
	(b) Explain the meaning and process of Change Management.	**5**		**U**	**4**
	(c) Explain the concept of Compensation Management. What are the main components of a compensation system?	**5**		**N**	**3**

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