

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

**MBA SEMESTER-II, SEMESTER END EXAMINATION – WINTER 2025**

**SUBJECT CODE: 1MB1205**

**DATE: 23-01-2026**

**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]**

- |   |                           |
|---|---------------------------|
| <p><b>(a)</b> Which of the following is NOT a function of Human Resource Management?</p> <p style="margin-left: 40px;"> <b>(i)</b> Employee recruitment and selection                      <b>(ii)</b> Performance management<br/> <b>(iii)</b> Financial auditing    <b>(iv)</b> Training and development </p>   | <p><b>1    U    1</b></p> |
| <p><b>(b)</b> Job analysis primarily focuses on</p> <p style="margin-left: 40px;"> <b>(i)</b> Evaluating employee performance                      <b>(ii)</b> Determining the worth of a job<br/> <b>(iii)</b> Identifying the tasks, duties, and responsibilities of a job                      <b>(iv)</b> Creating organizational hierarchy </p>  | <p><b>1    R    2</b></p> |
| <p><b>(c)</b> The 10-20-70 development model suggests that</p> <p style="margin-left: 40px;"> <b>(i)</b> 10% of learning comes from formal training, 20% from relationships, and 70% from challenging assignments                      <b>(ii)</b> 10% of employees reach executive level, 20% reach middle management, and 70% remain at entry level<br/> <b>(iii)</b> 10% of training budget for executives, 20% for managers, and 70% for entry-level employees                      <b>(iv)</b> 10% theory, 20% demonstration, and 70% practice in training programs </p> | <p><b>1    U    2</b></p> |
| <p><b>(d)</b> Which job evaluation method involves comparing a whole job to a predetermined scale?</p> <p style="margin-left: 40px;"> <b>(i)</b> Point method    <b>(ii)</b> Ranking method </p>  | <p><b>1    R    1</b></p> |

(iii) Factor comparison method

(iv) Classification method

(e) Human Resource Planning is directly influenced by

1 U 1

(i) Competitors' marketing strategies

(ii) Government's fiscal policy

(iii) Organization's strategic business objectives

(iv) Global currency fluctuations

**Q.2 Attempt Any Two**

[10]

(a) Define Human Resource Management and explain its four main functions. How does each function contribute to organizational success?

5 U 1

(b) Describe the process of Human Resource Planning. What are three major benefits of effective HR planning for an organization?

5 R 1

(c) Explain the methods for evaluating training effectiveness. Why is training evaluation important for organizations despite its challenges?

5 U 2

**Q.3 Attempt Any Two**

[10]

(a) Describe the main components of job design. How can effective job design improve employee motivation and productivity?

5 R 2

(b) How has globalization impacted Human Resource Management practices in India? Provide specific examples of these changes

5 U 2

(c) What factors should be considered while planning human resources in a rapidly growing technology company? Explain each factor's significance.

5 R 1

**Q.4 Attempt Any Two**

[10]

(a) Distinguish between training and development. Why is management development important for organizational growth?

5 U 1

(b) What is the purpose of training in organizations? Describe the step-by-step process of designing an effective training program.

5 R 2

(c) Explain three different methods of management development with examples. Which method is most effective for developing senior managers?

5 R 1

## SECTION B

	Marks	BL	CO
<b>Q.5 Multiple-Choice Questions</b>	<b>[05]</b>		
(a) Performance appraisal is primarily used to:	1	U	3
(i) Fix employee salaries only   (ii) Identify employee strengths and weaknesses			
(iii) Control employee behavior   (iv) Reduce workforce size			
(b) Which of the following is a modern performance appraisal method?	1	R	3
(i) Ranking method   (ii) Paired comparison			
(iii) 360-degree feedback   (iv) Checklist method			
(c) Management by Objectives (MBO) focuses on:	1	U	3
(i) Supervisor judgment   (ii) Goal-oriented performance			
(iii) Seniority-based appraisal   (iv) Informal feedback			
(d) HR analytics mainly helps organizations to:	1	U	4
(i) Reduce training cost   (ii) Improve decision-making using data			
(iii) Replace HR managers   (iv) Increase employee workload			
(e) AI in HRM is most commonly used for:	1	R	4
(i) Wage negotiation   (ii) Employee discipline			
(iii) Trade union formation   (iv) Recruitment and training			
<b>Q.6 Attempt Any Two</b>	<b>[10]</b>		
(a) Explain the concept and need for performance appraisal in organizations.	5	U	3
(b) Describe the performance appraisal process in detail.	5	R	3
(c) Explain the 360-degree feedback method.	5	R	3
<b>Q.7 Attempt Any Two</b>	<b>[10]</b>		
(a) Discuss Management by Objectives (MBO) as a performance appraisal method.	5	R	4
(b) Differentiate between traditional and modern performance appraisal methods.	5	U	4

(c) Explain the meaning and objectives of Industrial Relations. 5 U 4

**Q.8 Attempt Any Two** [10]

(a) Discuss the role of HR analytics in modern HRM. 5 R 3

(b) Explain how automation is transforming HR functions in logistics organizations. 5 U 4

(c) Explain the concept of Green HRM and its importance in supply chain management. 5 U 4

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