

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)**

CLASS: B.Sc (A&M)
BRANCH: B.Sc (A&M)

SEMESTER : III
SESSION : MO/2024

SUBJECT: MN210 HUMAN RESOURCE MANAGEMENT

TIME: 3 Hours

FULL MARKS: 50

INSTRUCTIONS:

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
2. Attempt all questions.
3. The missing data, if any, may be assumed suitably.
4. Before attempting the question paper, be sure that you have got the correct question paper.
5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.

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|--------|--|-----|-------|
| Q.1(a) | Define HRM. Discuss the objectives and scope of HRM in modern-day organizations to gain a competitive advantage. | [5] | 1 1,2 |
| Q.1(b) | Differentiate between Personnel Management and Human Resource Management using relevant examples. | [5] | 1 1,4 |
| Q.2(a) | Discuss the key components of the HR planning process. Explain the relevance of Human Resource Planning. | [5] | 2 2 |
| Q.2(b) | Define job analysis. Discuss the steps in the process of job analysis and its importance. | [5] | 2 2 |
| Q.3(a) | Define recruitment. Discuss different sources of recruitment with examples. | [5] | 3 2 |
| Q.3(b) | Discuss in brief the selection process. Differentiate between recruitment and selection. | [5] | 3 2,4 |
| Q.4(a) | Define the terms training and development. Discuss in brief the training methods with examples. | [5] | 4 2 |
| Q.4(b) | Differentiate between On-the-Job and Off-the-Job training with examples. | [5] | 4 4 |
| Q.5(a) | Define employee empowerment and describe the importance of employee empowerment in modern organizations. | [5] | 5 2 |
| Q.5(b) | Discuss the benefits, challenges and initiatives for employee engagement by organisations in the Indian and Global scenario using relevant examples. | [5] | 5 2 |

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