



K. K. Wagh Institute of Engineering Education & Research, Nashik
(An Autonomous Institute From A.Y. 2022-23)

	SUMMER-2023		
	Exam Seat No.:		
	Academic Year:2022-2023	Semester:II	
	Name of Programme:MBA	Pattern:2022	
	Name of Course:Human Resource Management	Course Code:MBA22 2 01	
	Max. Marks:60	Duration:2.30	

Instructions: Candidates should read carefully the instructions printed on the Question Paper and on the cover page of the Answer Book, which is provided for their use.

1. This question paper contains 2 page(s).
2. Answer to each new question is to be started on a new page.
3. Assume suitable data wherever required, but justify it.
4. Draw the neat labelled diagrams, wherever necessary.
5. The last columns indicates the Course Outcome and level of Blooms Taxonomy of the Question/sub-question
6. Solve sub-questions (a) or (b) AND (c) or (d)

Question No. 1 Attempt following Question

- 1 Define HRM and describe its policies and practices (6) CO1

Question No. 2 Attempt following Question

- 2 Discuss Strategic Human Resource Management (SHRM) and how they differ from traditional HRM practices? (6) CO2

Question No. 3 Attempt following Question

- 3.a) Illustrate the benefits of using Job Descriptions (JDs) in HRM practices, such as performance appraisal, training, and compensation (8) CO3

OR

- 3.b) How SHRM aligns HRM activities with an organization's overall business strategy? (8) CO3
- 3.c) Compare and contrast the strengths and weaknesses of different selection methods, such as interviews, aptitude tests, and assessment centers. (8) CO3

OR

- 3.d) Evaluate the critical steps involved in conducting an HR Audit. (8) CO3

Question No. 4 Attempt following Question

- 4.a) How does HR Accounting contribute to assessing the value and impact of human capital on an organization's financial performance? (8) CO4

OR

- 4.b) Explain Human Resource Information System (HRIS) and its role in managing HR-related data and processes within an organization (8) CO4

- 4.c) How can organizations effectively implement flexible work arrangements while maintaining productivity? (8) CO4

OR

- 4.d) Compare how does HR Accounting differ from traditional financial accounting? (8) CO4

Question No. 5 Attempt following Question

- 5.a) Explain why employee engagement is crucial for organizational success. (8) CO5

OR

- 5.b) Explain the concept of flexible working hours policies and their relevance in the post-pandemic work environment (8) CO5

- 5.c) Critically assess the feasibility of flexi hours policies in different industries and job roles (8) CO5

OR

- 5.d) How can organizations mitigate cyber security threats and maintain data privacy in a distributed work environment (8) CO5