



	WINTER-2023		
	Exam Seat No.:		
	Academic Year: 2023-2024	Semester: II	
	Name of Programme: F.Y.MBA	Pattern: 2022	
	Name of Course: Human Resource Management	Course Code: MBA22201	
	Max. Marks: 60	Duration: 2.Hr.30Min	

**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. Attempt Q.1 and Q.2 compulsory and Attempt a or b and c or d from Q.3, Q4 and Q.5

**Question No. 1 Attempt following Question**

- 1a) Define HRM. Describe Objectives and Functions of HRM. (6) CO1

**Question No. 2 Attempt following Question**

- 2a) Describe the Integrated System Model of Strategic Human Resource Management. (6) CO2

**Question No. 3 Attempt following Question**

- 3a) Illustrate how organizations use supply forecasting and job analysis data to make informed decisions about workforce planning and talent development. (8) CO3

**OR**

- 3b) Analyze the benefits and challenges of implementing e-learning in corporate training programs. (8) CO3

- 3c) Compare and contrast different performance appraisal methods, such as graphic rating scales, behaviorally anchored rating scales (BARS), and 360-degree feedback. (8) CO3

**OR**

- 3d) Evaluate the step-by-step process of employee selection in organizations. Highlight the significance of each stage in ensuring the right candidate is hired. (8) CO3

**Question No. 4 Attempt following Question**

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

**OR**

4b) Outline the advantages of implementing HR Accounting practices in organizations. (8) CO4

4c) Evaluate the critical steps involved in conducting an HR Audit. (8) CO4

**OR**

4d) Predict the diverse uses of HRIS in enhancing HR operations and strategic decision-making. (8) CO4

**Question No. 5 Attempt following Question**

5a) Critically assess the potential drawbacks or limitations of exit interviews. (8) CO5

**OR**

5b) Explain the process of developing a Balanced Scorecard. (8) CO5

5c) Analyze the advantages of implementing flexi hour's policies for employees. (8) CO5

**OR**

5d) Analyze the long-term implications of the pandemic on work policies and culture. (8) CO5