



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

SUMMER-2024	
Exam Seat No.:	
Academic Year:2023-2024	Semester:II
Class:FY	Program:MBA
Branch Code:M.B.A.	Pattern:2022
Name of Course:Human Resource Management	Course Code:MBA22201
Max. Marks:60	Duration:2.30 Hrs.

**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.

**Question No. 1 Attempt following Question**

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

**Question No. 2 Attempt following Question**

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

**Question No. 3 Attempt following Question**

- 3a) What are the key objectives of HRP and how does it contribute to effective workforce management? (8) CO3

**OR**

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

- 3c) Explain the different types of training methods commonly used in organizations. (8) CO3

**OR**

- 3d) How can organizations effectively implement flexible work arrangements while maintaining productivity? (8) CO3

**Question No. 4 Attempt following Question**

- 4a) In today's digital age, what role does HRIS play in facilitating data-driven decision-making and strategic workforce planning? (8) CO4

**OR**

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

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

**OR**

4d) Elaborate on the benefits of adopting HR shared services in an organization (8) CO4

**Question No. 5 Attempt following Question**

5a) Plan various ways or modes through which organizations can foster employee engagement. (8) CO5

**OR**

5b) Explain exit interview can be conducted effectively, providing valuable insights for the organization. (8) CO5

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

**OR**

5d) Explore the concept of hybrid work models that combine remote work and in-office work. (8) CO5

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