



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 objectives and functions of Human Resource Management (HRM) (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) 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

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX