



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

WINTER-2025	
Exam Seat No.:	
Academic Year:2025-2026	Semester: II
Class: PG-I	Program: MBA
Branch Code: 10	Pattern:2024
Name of Course: Human Resource Management	Course Code:2410514
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 pages.
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. Q1 and Q2 are compulsory. Solve any one of (a) or (b) and (c) or (d) for Q3, Q4, Q5.

Marks CO

Question No. 1

- 1a) Define HRM and Describe the nature and scope of Human Resource Management (HRM). (6) CO1

Question No. 2

- 2a) Explain the Nature of Strategic Human Resource Management (SHRM) and its significance in achieving organizational goals. (6) CO2

Question No. 3

- 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

- 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

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

..... **End of question paper**.....