



**K. K. Wagh Institute of Engineering Education and Research,
Nashik**

(An Autonomous Institute from A. Y. 2022-23)

**Marking Scheme
End-Sem Examination-I, 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.

Q. No	Details	Max Marks	CO No.	BT Level
Q.1	Define HRM and Describe the nature and scope of Human Resource Management (HRM) <ul style="list-style-type: none">➤ 3 marks for nature➤ 3 marks for scope	[6]	CO1	L1
Q.2	Explain the Nature of Strategic Human Resource Management (SHRM) and its significance in achieving organizational goals. <ul style="list-style-type: none">➤ 2 marks for each point	[6]	CO2	L2
Q.3	a) What are the key objectives of HRP and how does it contribute to effective workforce management? (8 marks) <ul style="list-style-type: none">➤ 1 mark for each Key objectives for HRP OR b) How organizations use supply forecasting and job analysis data to make informed decisions about workforce planning and talent development (8 marks) <ul style="list-style-type: none">➤ 4 marks forecasting and job analysis data to make informed decisions➤ 4 marks for workforce planning and talent development	[16]	CO3	L3



	<p>c) Explain the different types of training methods commonly used in organizations. (8 marks)</p> <ul style="list-style-type: none"> ➤ 1 mark for each point <p align="center">OR</p> <p>d) How can organizations effectively implement flexible work arrangements while maintaining productivity? (8 marks)</p> <ul style="list-style-type: none"> ➤ 4 marks for step by step process ➤ 4 marks for significance 	[16]	CO3	L 3
Q.4	<p>a) In today's digital age, what role does HRIS play in facilitating data-driven decision-making and strategic workforce planning? (8 marks)</p> <ul style="list-style-type: none"> ➤ Ans: 4 marks for role does HRIS play in facilitating data-driven decision-making ➤ 4 marks for strategic workforce planning <p align="center">OR</p> <p>b) Evaluate the critical steps involved in conducting an HR Audit (8 marks)</p> <ul style="list-style-type: none"> ➤ 1 marks for each step (at least 8) 	[16]	CO 4	L4
	<p>c) Predict the diverse uses of HRIS in enhancing HR operations and strategic decision-making (8 marks)</p> <p>(8 marks)</p> <ul style="list-style-type: none"> ➤ 1 marks for each step (at least 8) <p align="center">OR</p> <p>d) Elaborate on the benefits of adopting HR shared services in an organization (8 marks)</p> <ul style="list-style-type: none"> ➤ 4 marks for benefits ➤ 4 marks for HR services 	[16]	CO4	L4
Q.5	<p>a) Plan various ways or modes through which organizations can foster employee engagement. (8 marks)</p> <ul style="list-style-type: none"> ➤ 1 marks for the each point. <p align="center">OR</p> <p>b) Explain exit interview can be conducted effectively, providing valuable insights for the organization</p> <ul style="list-style-type: none"> ➤ 1 mark for each explanation of valuable insight. 	[16]	CO5	L5



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	<p>c) Analyze the long-term implications of the pandemic on work policies and culture (8 marks)</p> <ul style="list-style-type: none">➤ 4 marks for implications➤ 4 marks for policies and culture <p style="text-align: center;">OR</p> <p>d) Explore the concept of hybrid work models that combine remote work and in-office work (8 marks)</p> <ul style="list-style-type: none">➤ 1 mark for each point.	[16]	CO5	L5
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