

SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR
(AUTONOMOUS)

MBA I Year II Semester Regular & Supplementary Examinations June/July-2025
HUMAN RESOURCES MANAGEMENT

Time: 3 Hours**Max. Marks: 60****SECTION – A**

(Answer all Five Units 5 x 10 = 50 Marks)

UNIT-I

- 1 Elucidate the significance of HRM and its benefits to an organization. **CO1 L4 10M**

OR

- 2 a List out and explain the different strategies of HRM. **CO1 L1 5M**
b Write a short note on the different policies of Human Resource Mangement. **CO1 L1 5M**

UNIT-II

- 3 a Define Induction and State the process of Induction. **CO2 L1 5M**
b Explain the importance of Induction in an organization. **CO2 L1 5M**

OR

- 4 a Elaboarte Job Analysis and Job Enrichment. **CO3 L3 5M**
b Explain in detail about Job enlargement. **CO3 L1 5M**

UNIT-III

- 5 Discuss various on-the-job and off-the-job training methods. **CO4 L4 10M**

OR

- 6 How employee compensation will be determined? Justify different types of compensation. **CO4 L1 10M**

UNIT-IV

- 7 a Make a note on the talent management initiatives. **CO5 L1 5M**
b What are the benefits of talent management for the organization as well as for employees? **CO5 L1 5M**

OR

- 8 What is competency mapping? Briefly discuss the methods of competency mapping. **CO5 L1 10M**

UNIT-V

- 9 Explain the importance of maintenance of employee safety and health in the workplace. **CO6 L1 10M**

OR

- 10 a What are Industrial Relations? Explain its objectives.
b What are the objectives of industrial disputes act? Discuss.

CO6 L1 5M
CO6 L1 5M

SECTION – B

(Compulsory Question)

11

1 x 10 = 10 Marks

The “Great Recession” has been hard on recruiters. As many employers have downsized, they also cut back on their recruiting efforts or brought them to a screeching halt. Some companies, like The More Store, have weathered the recession better than others. Employees at The More Store are encouraged to make recruiting a priority. They constantly have their eye on customers who would fit the unique culture, frequently approaching a good candidate right on the sales floor. In fact, 34 percent of the applicants to The More Store are referred by employees. And it isn’t hard to persuade people to apply.. The company pays better wages than most retailers and provides health benefits for part-time employees. During the recession they did not layoff any employees. It is the responsibility of every employee at The More Store, from top to down, to recruit employees. These efforts are so effective that advertisement for applicants is rarely necessary. That’s because as customers enter the store, a trained sales associate talks up the benefits of working for The More Store and all that the company offers. If the individual applies and is hired, the sales associate is given a Rs 1000 reward for successful recruiting..

Questions:

- i) What are the advantages and disadvantages of relying on employees as a major source of recruiting new employees?
- ii) Explain how other recruiting sources may be effective for The More Store’s recruitment.

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