



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

Siddharth Nagar, Narayanavanam Road – 517583

QUESTION BANK (DESCRIPTIVE)

Subject with Code : Human Resource Management (25MB9011)

Course & Branch: MBA

Year & Sem: I-MBA & II-Sem

Regulation: R25

UNIT - I

Introduction to HRM

1		Define Human Resource and Human Resource Management. Explain the importance of HRM in modern organizations.	[L2][CO1]	[12M]
2		Explain the nature and scope of Human Resource Management in detail.	[L2][CO1]	[12M]
3	a)	Discuss the managerial and operative functions of HRM with suitable examples.	[L2][CO1]	[6M]
	b)	Explain the evolution of Human Resource Management and discuss how HRM has shifted from Personnel Management to a strategic function.	[L4][CO1]	[6M]
4		Explain the role of HRM in achieving organizational effectiveness.	[L4][CO1]	[12M]
5		Discuss the objectives of Human Resource Management at organizational, functional, social, and personal levels.	[L2][CO1]	[12M]
6	a)	Define Personnel Management. Differentiate between Personnel Management and Human Resource Management.	[L4][CO1]	[6M]
	b)	Explain the interrelationship between various HRM functions.	[L4][CO1]	[6M]
7		Explain the concept of HR policies. Discuss the importance and types of HR policies.	[L2][CO1]	[12M]
8		Describe the process of formulating HR policies and explain the challenges involved.	[L4][CO1]	[12M]
9		Explain the concept of HR strategy. Discuss how HR strategies are aligned with business strategies.	[L4][CO1]	[12M]
10	a)	“Human Resource Management is a strategic and proactive approach to managing people.” Critically examine this statement.	[L5][CO1]	[6M]
	b)	Explain different types of HR policies with suitable examples.	[L2][CO1]	[6M]

UNIT - II

DESIGNING AND DEVELOPING HR SYSTEMS:-

1		Explain the concept, objectives, and process of Human Resource Planning. How does it help in organizational effectiveness?	[L4][CO2]	[12M]
2	a)	Explain the concept and importance of job design. How does job design affect employee motivation and performance?	[L2][CO2]	[6M]
	b)	Define job analysis and explain its process. Discuss how job analysis supports HR functions.	[L2][CO2]	[6M]
3		Explain the concept and objectives of job evaluation. How does it help in compensation management?	[L2][CO2]	[12M]
4		Compare different techniques of job evaluation. Which technique would you recommend for a multinational company?	[L4][CO2]	[12M]
5		Define job enlargement. Explain its advantages and disadvantages with examples.	[L1][CO2]	[12M]
6	a)	Explain job enrichment and its importance in improving employee satisfaction. Provide examples from modern organizations.	[L2][CO2]	[6M]
	b)	Define job rotation. Discuss its advantages, disadvantages, and impact on employee development.	[L4][CO2]	[6M]
7	a)	Explain the recruitment and selection process in detail. How does it contribute to organizational success?	[L2][CO2]	[6M]
	b)	Explain the importance of placement in HRM. Discuss factors to consider while placing employees in suitable roles.	[L2][CO2]	[6M]
8		Compare different techniques of job evaluation. Which technique would you recommend for a multinational company?	[L5][CO2]	[12M]
9	a)	Define promotion. Explain different types of promotion and their impact on employee morale and organizational growth.	[L2][CO2]	[6M]
	b)	Discuss the methods of collecting job analysis data. Which method is most effective and why?	[L4][CO2]	[6M]
10		Explain the concept of transfer in HRM. Discuss reasons, types, and challenges of employee transfer.	[L4][CO2]	[12M]

UNIT - III**COMPENSATION MANAGEMENT**

1		Define compensation management. Explain its role and significance in modern organizations.	[L2][CO3]	[12M]
2	a)	Critically evaluate the importance of compensation management in achieving organizational goals.	[L5][CO3]	[6M]
	b)	Explain the objectives of wages and salaries administration. How do these objectives support both employees and the organization?	[L2][CO3]	[6M]
3		Discuss how compensation objectives can be aligned with overall organizational strategy.	[L2][CO3]	[12M]
4		Discuss the internal and external factors that influence monetary compensation in organizations. Provide examples.	[L4][CO3]	[12M]
5	a)	Explain how economic conditions, labor market trends, and job requirements influence wage and salary decisions.	[L1][CO3]	[6M]
	b)	Explain the concept of non-monetary benefits. Discuss their significance in motivating employees.	[L4][CO3]	[6M]
6		Discuss different types of non-monetary benefits (e.g., recognition, flexible work, career development) with examples.	[L2][CO3]	[12M]
7	a)	Critically evaluate the impact of non-monetary benefits on employee retention and productivity.	[L1][CO3]	[6M]
	b)	Explain the process of determining compensation. Include job evaluation, salary surveys, and pay structure design.	[L2][CO3]	[6M]
8		Discuss the role of performance appraisal in determining compensation. How is it linked to rewards?	[L4][CO3]	[12M]
9		Explain how organizational policies, union agreements, and government regulations affect compensation decisions.	[L4][CO3]	[12M]
10	a)	Define and discuss various types of monetary compensation: wages, salaries, bonuses, incentives.	[L4][CO3]	[6M]
	b)	Discuss how a strategic compensation system can create competitive advantage for an organization.	[L5][CO3]	[6M]

UNIT - IV**HUMAN RESOURCE DEVELOPMENT**

1		Explain the concept of Human Resource Development and discuss its scope and objectives.	[L2][CO4]	[12M]
2	a)	Explain the major development functions of HRD and their contribution to employee competency.	[L5][CO4]	[6M]
	b)	Differentiate between training and development and explain their importance in HRD.	[L4][CO4]	[6M]
3		Discuss the process of training and development with suitable examples.	[L4][CO4]	[12M]
4		Evaluate the effectiveness of on-the-job and off-the-job training methods.	[L2][CO4]	[12M]
5	a)	Define performance appraisal and explain its objectives and importance in HRD.	[L2][CO4]	[6M]
	b)	Explain the concepts of career planning and career development in organizations.	[L2][CO4]	[6M]
6	a)	Analyze various methods of performance appraisal and their impact on employee performance.	[L1][CO4]	[6M]
	b)	Analyze the role of HRD in designing effective career planning and development programs.	[L2][CO4]	[6M]
7	a)	Discuss the steps involved in the career planning and development process.	[L1][CO4]	[6M]
	b)	Describe different methods of performance appraisal used in organizations.	[L2][CO4]	[6M]
8		“Career development is a shared responsibility of the employee and the organization.” Justify the statement.	[L2][CO4]	[12M]
9		Explain the meaning of training need analysis and discuss why it is important for an organization.	[L1][CO4]	[12M]
10	a)	Discuss the importance of career planning and career development for employees and organizations.	[L5][CO4]	[6M]
	b)	Explain the benefits of training and development programs to employees and the organization.	[L2][CO4]	[6M]

UNIT - V**RECENT TRENDS IN HRM**

1	a)	Define outsourcing and explain its importance in Human Resource Management.	[L1][CO5]	[6M]
	b)	Define work–life balance and explain its importance for employees.	[L1][CO5]	[6M]
2	a)	Discuss the advantages of outsourcing in HR functions.	[L1][CO5]	[6M]
	b)	Describe the factors affecting work–life balance of employees.	[L2][CO5]	[6M]
3		Explain the benefits of work–life balance to organizations.	[L1][CO5]	[12M]
4	a)	Discuss the measures taken by organizations to improve work–life balance.	[L3][CO5]	[6M]
	b)	Define quality circles and explain their objectives.	[L2][CO5]	[6M]
5	a)	Describe the composition and working of quality circles.	[L1][CO5]	[6M]
	b)	Define Total Quality Management and explain its basic principles.	[L2][CO5]	[6M]
6	a)	Discuss the role of HRM in successful implementation of TQM.	[L3][CO5]	[6M]
	b)	Define Fish Bone Diagram and explain its purpose.	[L2][CO5]	[6M]
7		Describe the structure of a Fish Bone Diagram with an example.	[L2][CO5]	[12M]
8		Explain how the Fish Bone Diagram is used in problem solving.	[L2][CO5]	[12M]
9	a)	Discuss the importance of quality tools like Quality Circles and Fish Bone Diagram in HRM.	[L1][CO5]	[6M]
	b)	State the objectives of Total Quality Management.	[L2][CO5]	[6M]
10		Explain the benefits of quality circles to employees.	[L2][CO5]	[12M]

Prepared by:

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