

END SEMESTER EXAMINATION, MAY - 2026**M. B. A. Semester – II****Paper Code: 552113****Subject Name: Human Resource Management****Subject Code: MB207****Time allotted: 03 Hours****Max. Marks: 100****Note: Read all the instructions carefully.**

Q.1	VERY SHORT ANSWER QUESTIONS – Attempt All.	(10x2 = 20 Marks)	CO
a.	What is hybrid workforce?		1
b.	Who are boomerang employees?		1
c.	State any two objectives of Strategic Human Resource Management.		1
d.	Identify any two functions of the Human Resource Department.		1
e.	What is employer branding?		1
f.	State any two advantages of Green HRM practices for organizations.		2
g.	Define succession planning.		2
h.	What is job specification?		1
i.	What is quiet quitting?		1
j.	State any two objectives of Equal Employment Opportunity.		2

Q.2	SHORT ANSWER QUESTIONS – Attempt any Five.	(5x4 = 20 Marks)	CO
a.	Several organizations are facing high attrition and skill shortages in critical roles. Explain the advantages and limitations of internal and external sources of recruitment. Which source would you recommend for leadership positions and why?		3
b.	Differentiate between induction and training. Why is induction becoming more important in remote and hybrid workplaces?		3
c.	Several organizations are increasingly relying on employee referrals, campus hiring, and social media recruitment. Compare these sources of recruitment and explain their advantages and limitations.		3
d.	Explain the process of Human Resource Planning. How can effective HR planning help organizations manage future talent shortages and business expansion?		3
e.	Explain the importance of evaluating training programmes. What methods can organizations use to assess training effectiveness?		4
f.	Explain the concept of Markov Analysis. How can it help organizations in Human Resource Planning?		4
g.	Differentiate between traditional and modern methods of performance appraisal with suitable examples.		4

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Q.3 STRUCTURED QUESTIONS – Attempt any Three.		(3x10 = 30 Marks)	CO
a.	Anthropic’s rapid growth and the increasing adoption of AI tools such as Claude are changing hiring patterns in the IT industry. Many companies are now reducing hiring for routine roles while increasing demand for employees with AI, analytics, cybersecurity, and problem-solving skills. As the HR Manager of an IT company, explain how you would redesign Human Resource Planning to address changing skill requirements, future talent shortages, and workforce restructuring. In your answer, discuss HR forecasting, succession planning, retraining, workforce redeployment, and the role of AI in talent management.	4	
b.	Many organizations are using AI-driven dashboards, employee analytics, and balanced scorecards to monitor employee performance. Suppose your organization wants to build a more data-driven performance management system. As the HR Head, explain how methods such as MBO, Balanced Scorecard, BARS, and 360-degree appraisal can support better decision-making and employee development.	4	
c.	Deepinder Goyal recently invited former employees to rejoin companies under the Eternal group, including Zomato, Blinkit, and Hyperpure. Explain the concept of boomerang employees. What are the advantages and limitations of rehiring former employees?	5	
d.	Organizations such as Google, Deloitte, and Accenture increasingly provide wellness allowances, retention bonuses, flexible benefits, ESOPs, and learning incentives to improve employee satisfaction. Suppose your organization wants to improve retention through better benefits and rewards. As the HR Manager, explain how benefits, methods of payment, skill-based pay, and wage differentials can improve employee motivation and retention.	5	
Q.4 CASE ANALYSIS/ SITUATION BASED – Attempt any Two.		(2x15 = 30 Marks)	CO
a.	A rapidly growing company has employees working in sales, operations, technology, finance, and customer support. However, employees believe that salary decisions are inconsistent and that some departments receive better incentives and benefits than others. As the HR Head, explain how you would create a fair and transparent compensation system for the company. In your answer, discuss wage fixation, job evaluation, wage differentials, incentive-based pay, and executive compensation.	5	
b.	A company has recently introduced stricter policies regarding attendance, remote work compliance, code of conduct, and workplace behaviour. However, employees are complaining that supervisors apply rules differently across departments, leading to confusion and resentment. As the HR Manager, explain how you would improve discipline administration in the organization. In your answer, discuss the Hot Stove Rule, grievance handling, and the need for fairness and consistency in disciplinary action.	6	
c.	Oracle and several other technology companies have announced layoffs and restructuring while increasing investments in AI infrastructure and automation. Employees are worried about job security, transfers, redeployment, and the future relevance of their skills. As the HR Head, explain how you would manage the restructuring process in your organization. In your answer, discuss transfer, retraining, dismissal, separation management, and ways to maintain employee morale and employer branding during layoffs.	6	
