

Name:
Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, Dec 2020

Course: Human Resource Management
Program: B Com (Hons), BMI, Taxation
Course code: HRES 3001

Semester: III
Time: 03 Hours
Max. Marks: 100

SECTION A

- 1. Each Question will carry 5 marks**
- 2. Instruction : Select the most appropriate answer**

		Marks	CO
Q 1	Skill Inventories are used for : a. Finding right skills persons for open positions b. Projecting organization skills outside c. Outsource these skills to market d. None of the above	[5]	CO1
Q2	What does M stand for in SMART Goals? a. Monetary b. Masterly c. Measurable d. Motivating	[5]	CO1
Q3	Competency Mapping integrates with : a. Recruitment only b. Training Only c. Compensation planning Only d. All of the Above	[5]	CO1
Q4	Which of these is an indirect Component of Compensation? a. Commissions b. Vacations c. Bonuses d. Wages and Salaries	[5]	CO1
Q5	In terms of Line and Staff Authority which one is true : a. HR only has line authority b. HR only has staff authority c. HR has implied Line Authority only d. HR has both line and staff authority	[5]	CO1

Q6	Which is an objective of Selection process? a. Person Department Fit b. Person Qualification Fit c. Person Job Fit d. Organization Job Fit	[5]	CO1
SECTION B			
1. Each Question will carry 10 marks 2. Write short / brief notes			
Q7	What is the purpose of Employee Orientation and Socialization? Explain with an example	[10]	CO3
Q8	How do you evaluate effectiveness of Training?	[10]	CO2
Q9	Explain in Brief the Theory of Equity Used in Compensation Management	[10]	CO2
Q10	What do you understand by SMART Goals? Explain with an Example	[10]	CO4
Q11	Write a Short Notes on Any Two of the following : a. Competency Mapping b. Succession Planning c. HR Outsourcing	[10]	CO3
SECTION C			
1. Each Question carries 20 marks (Answer Any One) 2. Instruction : Write Long Answer			
Q12	What do you understand by HR Planning Model? Explain in details it's various components OR What is Strategic HRM? How do you develop and HR Score Card?	[20]	CO4