

Name:
Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, Jun 2021

Course: Human Resource Management
Program: BBA EPRCC
Course code: HRES 3001

Semester: II
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 |

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| 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 |