


Name: Enrolment No:			
UPES End Semester Examination, May 2024			
Course: BBA LLB Program: Human Resource Management Course Code: CLNL 1045		Semester: II Time : 03 hrs. Max. Marks: 100	
SECTION A (5Qx2M=10Marks)			
S. No.	Multiple choice questions.	Marks	CO
Q1	Which of the following is a component of employee development? A. Compensation and Benefits B. Training and Development C. Performance Appraisal D. Employee Relations	2	CO1
Q2	What is the purpose of a job analysis? A. To determine the salary structure B. To identify the qualifications required for a job C. To monitor employee attendance D. To evaluate employee performance	2	CO1
Q3	External recruitment involves searching for candidates outside the company. Which of the following is an example of an external recruitment source? A. Employee referrals. B. Job postings on the company website. C. Internal job boards. D. Promotions from within the company.	2	CO2
Q4	The main objective of training is to A. Reduce employee morale B. Improve employee knowledge and skills C. Increase workplace conflict D. Lengthen the workweek	2	CO1
Q5	Which of the following is a characteristic of a good performance management system? A. Infrequent communication between manager and employee B. Focuses solely on past performance	2	CO2

	C. Clearly defined goals and expectations D. One-sided feedback (manager to employee)		
SECTION B (4Qx5M= 20 Marks)			
	Attempt all the questions.	Marks	CO
Q 6	Define expatriate management and discuss its importance in multinational corporations	5	CO2
Q 7	Describe the importance of workforce diversity in contemporary HRM practices	5	CO1
Q 8	What are some effective strategies for retaining top talent within an organization?	5	CO2
Q 9	Explain KPI and KRA and their components?	5	CO2
SECTION-C (2Qx10M=20 Marks)			
	Attempt all the questions	Marks	CO
Q 10	Explain how does a good compensation management contribute to employee engagement and job satisfaction?	10	CO3
Q 11	Discuss the importance of goal-setting in the performance management cycle and how SMART goals contribute to effective performance management.	10	CO3
SECTION-D (2Qx25M=50 Marks)			
	Attempt all the questions	Marks	CO
Q 12	Analyse the impact of effective HRM practices on organizational performance and employee productivity, elucidating how HRM contributes to fostering a culture of innovation, engagement, and continuous improvement.	25	CO4
Q 13	Evaluate the various methods of training and techniques used in assessment for training and development programs. Provide examples to illustrate each method's applicability in different organizational contexts.	25	CO3