


Name: Enrolment No:			
<p style="text-align: center;">UPES End Semester Examination, May 2025</p> <p>Course: Human Resource Management Semester: II Program: BBA LLB Course Code: CLNL 1045</p> <p style="text-align: right;">Time :03 hrs. Max. Marks: 100</p> <p>Instructions: Make sure your mobile phone, tablet, smart watch or any other electronic communication gadgets is switched off and place it at the front together with any bags, books, coats etc. Then find your seat. Do not use unauthorized means</p>			
SECTION A (5Qx2M=10Marks)			
S. No.		Marks	CO
Q 1	Which job evaluation method assigns points to compensable factors? A. Ranking B. Job classification C. Point system D. Factor review	2	CO1
Q 2.	What does a flexible benefits plan allow? A. Choose salaries B. Choose benefits as per needs C. Opt-out of work D. Select promotion dates	2	CO1
Q 3	One of the major challenges faced by HR in the modern world is: A. Increased leisure time B. Managing virtual workers C. Reduction in technology D. Decrease in e-commerce	2	CO1
Q 4	Which of the following refers to the accuracy with which a test measures what it is supposed to measure? A. Objectivity B. Consistency C. Validity D. Standardization	2	CO1
Q 5	Flexible benefit plans allow employees to: A. Only choose their salaries B. Pick benefits that best suit their needs C. Opt-out of compensation D. Decide HR policies	2	CO1

SECTION B (4Qx5M= 20 Marks)			
Q 6	Explain the key difference between recruitment and selection. Why is selection considered more critical for organizational success?	5	CO2
Q 7	What is competency mapping? List its major benefits for recruitment and employee development.	5	CO2
Q 8	Outline the steps in Human Resource Planning (HRP). How does HRP support long-term strategic planning?	5	CO2
Q 9	Explain three major competitive challenges HR faces in today's technology-driven business environment.	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q 10	An FMCG company is expanding rapidly and needs to recruit at scale. However, many of its new hires are not staying beyond six months. Using the concept of competency-based recruitment, explain how the company can refine its selection process to ensure better job-role fit and retention.	10	CO3
Q11	You are asked to prepare a Human Resource Planning (HRP) report for a logistics firm preparing for automation in its warehouses. Discuss how you would carry out demand and supply forecasting, and what internal and external factors must be considered in planning the workforce for a tech-driven future.	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q12	<p>EnviroCare Ltd. is a mid-sized, sustainability-driven company with a workforce of over 800 employees. Known for its innovation in eco-friendly packaging solutions, the company has grown rapidly in the past two years. To understand employee sentiment, the HR department conducted a satisfaction survey. While employees expressed alignment with the company's mission, several concerns emerged regarding compensation practices. Many employees reported dissatisfaction with the salary structure, lack of transparency in how pay decisions were made, and inconsistency in compensation between similar roles. High-performing employees felt their contributions were not adequately rewarded, and there was confusion over how benefits and variable pay were applied.</p> <p>Upon reviewing the current compensation practices, the HR team discovered that pay structures had evolved informally over time, often influenced by negotiation rather than a standardized process. There was no formal system for job evaluation or market benchmarking. As a response, HR initiated a plan to redesign the compensation strategy. The plan included introducing a clear compensation framework with fixed and variable components, using structured job evaluation methods, aligning pay with industry standards, ensuring compliance with Indian</p>		

	<p>labor laws and promoting internal and external equity to rebuild trust and fairness.</p> <p>Instructions: Read the case above and answer the following questions:</p> <p>1) Apply your knowledge of compensation to propose a compensation structure for EnviroCare Ltd. using fixed and variable components. Analyze how job evaluation methods can help determine fair and consistent pay scales?</p> <p>2) Discuss how internal and external equity, along with compliance with compensation-related laws, can improve employee trust and satisfaction at EnviroCare Ltd.</p>		
		25	CO3
		25	CO3