

Name:

Enrolment No:



**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, May 2020**

**Course: Human Resource Management**

**Program: BBA (FAS)**

**Course code: HRES 3001**

**Instructions:**

Attempt All 6 questions in **Section A** (each carrying 5 marks); **Five Questions** from **Section B** (each carrying 10 marks); **Section C** is Compulsory ( carrying 20 marks )

**Semester: VI**

**Time: 03 Hours**

**Max. Marks: 100**

**SECTION A - Multiple Choice ( Attempt All )**

		Marks	CO
Q1	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
Q2	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
Q3	Which is an objective of Selection process?  a. Person Department Fit b. Person Qualification Fit c. Person Job Fit d. Organization Job Fit	[5]	CO3
Q4	What does M stand for in SMART Goals?  a. Monetary b. Masterly c. Measurable d. Motivating	[5]	CO4
Q5	Succession Planning is done for :  a. All positions in the Company b. Positions in HR department only c. Critical Positions only	[5]	CO3

	d. CXO positions only		
Q6.	Competency Mapping integrates with : a. Recruitment only b. Training Only c. Compensation planning Only d. All of the Above	[5]	CO3
<b>SECTION B – Short Answers ( Attempt All Five )</b>			
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]	CO1
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
<b>SECTION-C – Case Study</b>			
	<p>Ramesh Parihaar is CEO of Tech Soft and he is taking an HR Team Review with Surinder Khanna the HR Head of Tech Soft. Ramesh remarks “ I am absolutely not happy with the way HR is functioning in our Company” . When was the last report which you gave me Surinder on overall HR team performance? We spend so much on Training and I am not clear what value we are getting out of the same.”</p> <p>Ramesh carries on and says “The pay revision cycle is delayed again as the appraisals have not been completed in time. Can I know why Surinder? What about the employer branding efforts, I told you that we need to recruit the best talent only form IIMs and IITs to fill our open positions and even that is also not happening? I need talented people to take TechSoft to the next level do you understand?” There is a brief silence and Surinder replies“Sir our team is working on all these issues and would come back with a plan in a week to address the concerns mentioned by you.”</p> <p>Ramesh shouts at the top of his voice “I want results Mr. Surinder and not just plans. I am not clear what value, you and your team members are adding. Should I outsource the entire HR function? This is not done,you need to pull up your socks Surinder or else I will have to look for some other alternatives.”</p> <p>Tense after the meeting Surinder decides to take stock of things with his team members and plans to meet Ramesh in a couple of days.</p>		
Q12	Based on the Case prepare an Agenda for meeting between Ramesh and his team members	[5]	CO3
Q13	Highlight the Key issues in two categories - 1. Obvious 2. Hidden or Subtle	[5]	CO4
Q14	Prepare an action plan on behalf of Suresh which he should present to Ramesh after two days	[10]	CO3