



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May 2022

Course: Human Resource Management

Program: BBA (AVO, LM, FAS)

Course Code: HRES 3001

Semester: VI

Time: 03 hrs.

Max. Marks: 100

Instructions:

**SECTION A
10Qx2M=20Marks**

Q1		Marks	CO
a	HR function has staff authority because: a. It drives Sales b. It advices on people issues c. It coordinates d. It selects people	[2]	CO1
b	Which of these is a challenge for HR today? a. Globalization b. Demographics Changes c. Technology Disruption d. All of the above	[2]	CO1
c	What is true about Competency and Training? a. Training has nothing to do with competencies b. Training has little impact in building Competencies c. Competency Gap help in Instruction Design Competency Gaps help in identifying Training needs	[2]	CO1
d	Which is the most effective way of recruitment as per research? a. College Hiring b. Internet Hiring c. Referrals d. Walk Ins	[2]	CO1
e	Which is the most effective method in selecting the right candidate? a. Background Checks b. Work Samples	[2]	CO1

	c. Interviewing d. Personality Tests		
f	Which of the following is true for Performance a. Performance Management and Appraisal are one and same b. Performance Appraisals are part of Performance Management c. There is no relation between Appraisals and Performance Management d. None of the Above	[2]	CO1
g	Which are the two dimensions used for Training Need Identification? a. Skills, Performance b. Performance, Pay c. Performance, Task d. Task, Skills	[2]	CO1
h	Pay for Performance means : a. Pay only those who perform well b. Link Performance with pay c. Link Rewards with Pay d. Link Pay Increases and Rewards with Performance	[2]	CO1
i	Which of the following is not part of Internal Mobility a. Transfers b. Promotions c. Successor Identification d. Lateral Hiring	[2]	CO1
j	Which of the following does not directly affect the supply of workforce? a. Employment Rates b. Policies of Government c. On Job performance of existing employees d. Education of workforce	[2]	CO1
SECTION B 4Qx5M= 20 Marks			
Q2			
a	What are the two basic objectives of Recruitment Process? Explain with an Example	[5]	CO2
b	What is the difference between a corporate strategy and a competitive	[5]	CO2

	strategy?		
c	What item should a letter of offer definitely contain?	[5]	CO2
d	Differentiate between Performance Management and Performance Appraisals.	[5]	CO2
SECTION-C			
Q3	3Qx10M=30 Marks		
a	What do understand by Job Evaluation? Explain in detail the four techniques used for Job Evaluation with examples	[10]	CO3
b	. How do measure Training Effectiveness? Explain the ROI approach as applied to Training with an Example	[10]	CO3
c	What are the common pitfalls or errors in Performance Appraisals? Explain each in details with examples and counter measures to minimize these issues	[10]	CO3
SECTION-D			
Q4	2Qx15M= 30 Marks		
a	Explain with examples, each of the eight steps in the strategic management process?	[15]	CO4
b	Explain what HR management is and how it relates to the management process.	[15]	CO4