

R18

Code No: 158EU

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**B.Tech IV Year II Semester Examinations, June - 2024****HUMAN RESOURCE MANAGEMENT****(Computer Science and Business Systems)****Time: 3 Hours****Max. Marks: 75****Note:** i) Question paper consists of Part A, Part B.

ii) Part A is compulsory, which carries 25 marks. In Part A, Answer all questions.

iii) In Part B, Answer any one question from each unit. Each question carries 10 marks and may have a, b as sub questions.

PART – A**(25 Marks)**

- 1.a) Give the meaning of the HR Score Card? [2]
- b) Identify any two technological trends impacting HRM with example. [3]
- c) What is job analysis? [2]
- d) Give two methods for collecting job analysis information. [3]
- e) Why is training and development important in an organization? [2]
- f) Define career management with suitable example? [3]
- g) What is performance-based pay? [2]
- h) What are the basic factors in determining pay rates? [3]
- i) List two workplace health hazards. [2]
- j) Outline the purpose of the Industrial Disputes Act 1947. [3]

PART – B**(50 Marks)**

- 2.a) Discuss the role and responsibilities of HR managers in the context of globalization and competition trends?
- b) Explain the various workforce and demographic trends affecting HRM today. [5+5]

OR

- 3.a) How do new approaches to organizing HR contribute to the effectiveness of an organization?
- b) Analyze the major trends in the nature of work, and how do they influence HRM. [5+5]

- 4.a) Explain the major sources of recruitment, and also tell how do they contribute to finding the right talent?
- b) Describe the concept of job satisfaction and its impact on employee performance. [5+5]

OR

- 5.a) Discuss different methods of selection and also tell importance of employee testing in the selection process?
- b) Identify and explain common errors in interviews and how they can be mitigated. [5+5]

- 6.a) Describe the process of analyzing training needs and designing a training program.
b) Explain the different steps involved in the implementation of training programs with reference to any organization. [5+5]

OR

- 7.a) Discuss the role of performance appraisal in career management.
b) Explain the importance of continuous learning and development in career growth. [5+5]

- 8.a) How is performance-based pay structured, and what are its advantages and disadvantages?
b) Interpret the role of retirement benefits in employee welfare with suitable examples from any organization. [5+5]

OR

- 9.a) Discuss the importance of the Minimum Wages Act in ensuring fair compensation.
b) Evaluate the impact of employee welfare facilities on employee satisfaction and productivity. [5+5]

- 10.a) Describe the grievances handling procedure and its importance in maintaining industrial harmony.
b) Evaluate the salient features of the Factories Act and its impact on employee safety and health. [5+5]

OR

- 11.a) Demonstrate the problems and remedies associated with workplace health hazards.
b) How do the Industrial Disputes Act 1947 provisions facilitate the resolution of industrial conflicts? [5+5]

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