

Course Code: 23MB2C02  
BONAM VENKATA CHALAMAYYA INSTITUTE OF TECHNOLOGY & SCIENCE  
(AUTONOMOUS)

*I – MBA II - Semester Regular/Supplementary Examinations (BR23), June/July - 2025*

**Human Resource Management (MBA)**

Time: 3 hours

Max. Marks: 70

**PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)**

**All Questions Carry Equal Marks**

**PART - B Compulsory (1 x 10 = 10 Marks)**

**PART -A**

**UNIT-I**

- |                                                                                             | Marks | CO  | BL  |
|---------------------------------------------------------------------------------------------|-------|-----|-----|
| 1.a) Define HRM and explain its importance.                                                 | 6M    | CO1 | BL2 |
| b) Elaborate the concept of HRM at global perspective challenges & cross cultural problems. | 6M    | CO1 | BL3 |

**OR**

- |                                                                     |    |     |     |
|---------------------------------------------------------------------|----|-----|-----|
| 2.a) Explain the nature and functions of Human Resource Management. | 6M | CO1 | BL2 |
| b) Identify and elaborate Emerging Trends in HRM.                   | 6M | CO1 | BL3 |

**UNIT-II**

- |                                                                           | Marks | CO  | BL  |
|---------------------------------------------------------------------------|-------|-----|-----|
| 3.a) Define HR Planning? Explain the Objectives & Process on HR planning. | 6M    | CO2 | BL3 |
| b) Identify and explain Tests and Interview techniques in HRM.            | 6M    | CO2 | BL3 |

**OR**

- |                                                                                                 |    |     |     |
|-------------------------------------------------------------------------------------------------|----|-----|-----|
| 4.a) Explain the concept of recruitment? What are the merits & demerits of recruitment sources? | 6M | CO2 | BL2 |
| b) Identify various methods of Training and explain them.                                       | 6M | CO2 | BL3 |

**UNIT-III**

- |                                                                       | Marks | CO  | BL  |
|-----------------------------------------------------------------------|-------|-----|-----|
| 5.a) Classify and explain the latest trends in Performance Appraisal. | 6M    | CO3 | BL3 |
| b) Explain the concept of career development and counselling.         | 6M    | CO3 | BL4 |

**OR**

- |                                                                           |    |     |     |
|---------------------------------------------------------------------------|----|-----|-----|
| 6.a) What are the influencing factors of current trends in compensation?  | 6M | CO3 | BL2 |
| b) Define compensation concept? Explain the methods of payment in detail. | 6M | CO3 | BL4 |

**UNIT-IV**

- |                                                              | Marks | CO  | BL  |
|--------------------------------------------------------------|-------|-----|-----|
| 7.a) Illustrate about wage structure and wage differentials? | 6M    | CO4 | BL4 |
| b) Elaborate the determinants of payment of Wages.           | 6M    | CO4 | BL6 |

**OR**

- |                                                    |    |     |     |
|----------------------------------------------------|----|-----|-----|
| 8.a) What do you mean by Incentive payment system? | 6M | CO4 | BL3 |
| b) Discuss Statutory Welfare measures.             | 6M | CO4 | BL6 |

**UNIT-V**

- |                                                  | Marks | CO  | BL  |
|--------------------------------------------------|-------|-----|-----|
| 9.a) Explain about Trade unions.                 | 6M    | CO5 | BL1 |
| b) Tell the importance of Collective Bargaining. | 6M    | CO5 | BL6 |

**OR**

- |                                                          |    |     |     |
|----------------------------------------------------------|----|-----|-----|
| 10.a) Define Grievance? Why do Grievances arise?         | 6M | CO5 | BL5 |
| b) Discuss various ways of managing stress at workplace. | 6M | CO5 | BL1 |

***PART – B***

***CASE STUDY***

		<b>Marks</b>	<b>CO</b>	<b>BL</b>
11	Performance Management system have an inherent weakness in the form of bias and stereotyping of employees. Organizations may attempt to improve the objectivity in the system but cannot eliminate bias. Modern methods such as 360* degree appraisals are only trying to aggregate the subjectivity in the judgments rather than trying to eliminate them.	10M	CO3	BL4

Critically examine the above statement. When in view are the possible methods to improve the objectivity in a performance management system.

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