



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, April 2024

Course: Human Resource Management

Program: MBA

Course Code: HRES 7007

Semester: II

Time : 03 hrs.

Max. Marks: 100

Instructions:

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Determining what the content of a training program should be, based on a study of the job duties, is known as: a. Organization analysis. b. Individual analysis. c. Job analysis. d. Task analysis.	[2]	CO1
Q2	Which is not an advantage of internal Source of recruitment? a. Time saving b. Infusing New blood c. Less expensive d. Increased car	[2]	CO1
Q3	Which of the following is a method of collection of information for job analysis? a. Questionnaire method b. Ratio analysis c. Optimisation models d. Trend analysis	[2]	CO1
Q4	Incentive systems are effective when: a. Performance standards are not clearly defined, causing employees to perform a more thorough job. b. Employees view the incentives as a sure thing. c. Managers base incentives on differences in performance. d. The costs associated with the plan are easily determined.	[2]	CO1
Q5	Which is an objective of Selection process? a. Person Department Fit b. Person Qualification Fit c. Person Job Fit d. Organization Job Fit	[2]	CO1
Q6	Which of the following compensation options would not qualify under the term pay-for-performance? a. Seniority-based pay.	[2]	CO1

	b. Group incentive c. Pay banding. d. Gainsharing plans		
Q7	Which of the following is not Job evaluation method? a. Factor Comparison b. Job classification c. Point Method d. Critical incident method	[2]	CO1
Q8	Which of the following is not the training evaluation criteria? a. Results b. Behaviour c. Learning d. Trainer	[2]	CO1
Q9	Which is the most direct and the least complicated type of validity to assess? a. Content validity b. Construct validity c. Criterion-related validity d. Concurrent validity	[2]	CO1
Q10	Which of the following is not a type of behaviour-based appraisal approach? a. Graphic rating scale b. Critical incident c. Behaviour checklist d. BARS	[2]	CO1
SECTION B 4Qx5M= 20 Marks			
Q11	An individual hired for a position finds out that the work he was asked to do was not the work he was hired to do. Is it possible? Discuss	[5]	CO2
Q12	Explain your viewpoint on this statement- Is money the prime trigger of employee performance?	[5]	CO2
Q13	You are required to hire five sales representatives for your company. Describe the appropriate hiring strategy you would use.	[5]	CO2
Q14	Human Resource Planning forms a base for other functions of human resource management" explain in your words.	[5]	CO2
SECTION-C 3Qx10M=30 Marks			
Q15	You are HR director for a large global company with manufacturing plants in five different countries around the globe. Jobs are quite similar from plant to plant. Does it make sense to use an identical selection process in all the plants? Why or why not?	[10]	CO3
Q16	You are the HR manager of a mid-sized software development company. The company has recently implemented a new performance appraisal system, but some employees are expressing confusion and frustration about the evaluation criteria. How would you address this situation to ensure	[10]	CO3

	employees understand the appraisal process and feel motivated to participate actively?		
Q17	Explain how the organization's and candidate's objectives in the recruiting process might conflict. How might these conflicts affect the eventual success of the recruiting and job search process?	[10]	CO3
SECTION-D 2Qx15M= 30 Marks			
Q18	<p>You are designing a two-day workshop to teach intact teams of managers to use systematic problem-solving methods. The managers include state managers and their three to five immediate subordinates, each of whom manages an area within a state. These individuals are required to attend the training program. The content of the program includes several steps in the problem-solving process (defining the problem and generating decision criteria, generating alternatives, choosing an alternative, action planning for implementation and evaluating success) and several type of skills (listening, consensus seeking, brainstorming, cause and affect analysis).</p> <p>How will your training program incorporate each of the following learning principles? Are there any that will not concern you? Which may be most critical in this situation?</p> <ol style="list-style-type: none"> 1. Readiness 2. Motivation 3. Feedback 5. Distributed vs. massed learning 6. Whole vs. part learning 7. Transfer of training 	30	CO3