

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2024-25)
END TERM EXAMINATION (TERM -II)

Subject Name: Human Resource Management

Time: **02.00 hrs**

Sub. Code: PG 21

Max Marks: **40**

Note: All questions are compulsory. Section A carries 12 marks: 6 questions of 2 marks each, Section B carries 18 marks having 3 questions (with internal choice question in each) of 6 marks each and Section C carries 10 marks one Case Study having 2 questions of 5 marks each.

<u>SECTION - A</u>		
Attempt all questions. All questions are compulsory.		2×6 = 12 Marks
Questions	CO	Bloom's Level
Q. 1: (A). What is the alignment of HR strategies with organizational goals called? Q. 1: (B). Which HRM term refers to financial incentives for voluntary retirement? Q. 1: (C). What does HRIS stand for in HRM? Q. 1: (D). What is the document describing job duties and responsibilities called? Q. 1: (E). Name the process of forecasting an organization's future HR needs. Q. 1: (F). Which recruitment method focuses on hiring from within the organization?	CO 1, CO2	L1
<u>SECTION – B</u>		
All questions are compulsory (Each question has an internal choice. Attempt anyone (either A or B) from the internal choice)		6 x 3 = 18 Marks
Questions	CO	Bloom's Level
Q. 2: (A). You are the HR manager of a company experiencing rapid growth. How would you conduct a Job Analysis to ensure roles are well-defined for new positions? Or Q. 2: (B). A company has been facing challenges in finding suitable candidates for niche roles. Which recruitment method would you suggest to expand the candidate pool and why?	CO3	L2,L3
Q. 3: (A). What are the key differences between traditional and modern methods of performance appraisal, and how do these methods impact employee evaluation? Or Q. 3: (B). Define: TA, DA, Gratuity, Basic pay, Allowances and Incentives	CO5	L3,L4

<p>Q. 4: (A). Your company wants to enhance its image to attract top talent. Which strategies would you use to improve Employer Branding?</p> <p style="text-align: center;">Or</p> <p>Q. 4: (B). Case Study On the night of December 2-3, 1984, a catastrophic gas leak occurred at the Union Carbide India Limited (UCIL) pesticide plant in Bhopal, India. A highly toxic gas, Methyl Isocyanate (MIC), leaked into the air, exposing over half a million people to the deadly fumes. The immediate aftermath resulted in the deaths of thousands, with many more suffering from severe health issues, including respiratory problems, blindness, and long-term disabilities.</p> <p>Investigations revealed that the tragedy occurred due to negligence in safety protocols, lack of proper maintenance, and insufficient safety measures at the plant. Workers were not adequately trained to handle hazardous chemicals, and critical safety equipment like alarms and refrigeration systems had failed. The incident raised serious concerns about employee safety, ethical business practices, and adherence to industrial safety laws. It also highlighted the importance of grievance handling and accountability in organizations to prevent such disasters.</p> <p>Q. Why is it important for organizations to follow industrial safety laws and ensure employee safety at work?</p>	CO6	L3,L4
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SECTION - C

Read the case and answer the questions

5×02 = 10 Marks

Questions	CO	Bloom's Level
<p>Q. 5: XYZ Tech Solutions has recently implemented a new software system to streamline its operations. However, employees are struggling to adapt to the new technology, leading to delays and errors in their work. The HR department, led by the Training and Development team, has been tasked with designing a Training Module to help employees learn the new system effectively. The team needs to identify the training needs, choose appropriate training methods, and ensure the program is effective and engaging for all employees.</p> <p>Qa. What steps should the HR team follow to design an effective training module for XYZ Tech employees?</p> <p>Qb. Which training methods would be most suitable to help employees adapt to the new software system?</p>	CO4	L5, L6

Kindly fill the total marks allocated to each CO's in the table below:

COs	Question No.	Marks Allocated
CO1	A,b,c	6
CO2	D,e, f	6
CO3	Q2	6
CO4	Q3	10
CO5	Q4	6
CO6	Q5	6

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)

Blooms Taxonomy Levels given below for your ready reference:

L1= Remembering

L2= Understanding

L3= Apply

L4= Analyze

L5= Evaluate

L6= Create