# KAMARAJ COLLEGE (Autonomous)

Accredited with A+ Grade by NAAC

(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)

**(4 Pages)** **Reg. No: ……**

**Question Code:26E02605** **Course Code: 24UMBA31**

**UG Degree – End Semester Examinations, April 2026**

**Third Semester**

**B.B.A**

**Human Resource Management**

**(For those who joined in July 2024 onwards)**

**Time: 3Hours** **Maximum: 75 Marks**

**PART A – (10 × 1 = 10 Marks)**

**Answer ALL Questions**

**Choose the correct answer:**

CO:1 K: 1 1. The concept of Strategic Human Resource Management focuses on_____.

(a) Short-term planning (b) Aligning HR strategies with organizational goals

(c) Only employee wages (d) Employee entertainment

CO:1 K: 1 2. The term VUCA refers to_____.

(a) Vision, Unity, Control, Adaptability (b) Volatility, Uncertainty, Complexity, Ambiguity

(c) Value, Utility, Control, Action (d) Variation, Use, Capability, Analysis

CO:2 K: 1 3. Which of the following is a method of job evaluation?

(a) Ranking method (b) Forecasting method

(c) Interview method (d) Budget method

CO:2 K: 1 4. Induction refers to_____.

(a) Training employees for promotion (b) Introducing new employees to the organization

(c) Performance appraisal (d) Salary administration

CO:3 K: 1 5. Which of the following is an on-the-job training method?

(a) Lecture method (b) Vestibule training

(c) Coaching (d) Case study

CO:3 K: 1 6. Which of the following is a performance appraisal method?

(a) 360-degree appraisal (b) Budget analysis

(c) Market survey (d) Production control

CO:4 K: 1 7. Employee engagement refers to_____.

(a) Employee attendance only (b) Emotional and intellectual commitment to the organization

(c) Salary and benefits (d) Performance appraisal

CO:4 K: 1 8. Social security measures include_____.

(a) Employee training (b) Provident fund, gratuity and insurance schemes

(c) Marketing campaigns (d) Recruitment process

CO:5 K: 1 9. HRIS stands for_____.

(a) Human Resource Internal System (b) Human Resource Information System

(c) Human Resource Innovation Strategy (d) Human Resource Interaction Scheme

CO:5 K: 1 10. One of the key approaches of HR Audit is_____.

(a) Strategic audit (b) Financial statement analysis

(c) Product development (d) Marketing research

**PART – B (5X5=25 Marks)**

**Answer ALL Questions choosing either (a) or (b).**

**Answer should not exceed 250 words.**

CO:1 K:3 11. (a) Apply the principles of Human Resource Management in improving employee productivity in an organization.

**(OR)**

(b) How would an HR Manager apply their roles and responsibilities to resolve employee conflicts?

CO:2 12. (a) Compare and contrast the differences and relationship between Job Description and Job Specification.

K:4

**(OR)**

(b) Examine the importance of Human Resource Planning in organizational growth.

CO:3 13. (a) How can an organization apply career development programs to improve employee retention?

K:3

**(OR)**

(b) Apply performance management techniques to evaluate employee performance.

CO:4 14. (a) Illustrate the importance of employee engagement in improving productivity.

K:4

**(OR)**

(b) Analyze the impact of incentives and benefits on employee satisfaction.

CO:5 15. (a) Demonstrate the process to conduct an HR audit in an organization.

K:3

**(OR)**

(b) Apply people analytics to improve HR decision-making in a company.

**PART – C (5 X 8 = 40 Marks)**

**Answer ALL Questions choosing either (a) or (b).**

**Answer should not exceed 500 words.**

CO:1 16. (a) Evaluate the effectiveness of Human Resource Management compared to Personnel Management in modern organizations.

K:5

**(OR)**

(b) Critically evaluate the role of Strategic Human Resource Management (SHRM) in achieving competitive advantage in a VUCA environment.

CO:2 17. (a) Evaluate the effectiveness of different types of interviews in selecting the right candidate.

K:5

**(OR)**

(b) Critically assess the various methods of job evaluation and their suitability in organizations.

CO:3 18. (a) Design a training program for newly recruited employees.

K:6

**(OR)**

(b) Develop a performance appraisal system for improving employee productivity.

CO:4 19. (a) Design a system to measure and improve employee engagement in an organization.

K:6

**(OR)**

(b) Develop a comprehensive compensation package for employees.

CO:5 20. (a) Evaluate the importance of Green HRM and Virtual HRM practices in modern organizations.

K:5

**(OR)**

(b) Critically evaluate the role of HRIS in HR decision-making and efficiency.