

# **KAMARAJ COLLEGE (Autonomous)**

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(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)

(3 Pages)

Reg. No:.....

Question Code: 26E04210

Course Code: 25PMBA22

PG Degree - End Semester Examinations, April 2026

Second Semester

M.B.A

Human Resource Management

(For those who joined in June 2025 onwards)

Time: 3Hours

Maximum: 75 Marks

## **PART - A (5 × 4 = 20 Marks)**

**Answer ALL Questions**

**Answer should not exceed 250 words.**

CO:2 1. List the objectives of human resource management.

K:3

CO:3 2. Illustrate the specifications of job description.

K:4

CO:3 3. Summarize the significance of competency mapping.

K:4

CO:2 4. Outline the features and use cases of strategic HR information system.

K:3

CO:3 5. Compare wage with salary in different perspectives.

K:4

## **PART - B (5 X 8 = 40 Marks)**

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

**Answer should not exceed 500 words.**

CO:3 6. (a) Analyze the qualities required for a HR manager.

K:4

**(OR)**

(b) Examine the evolution of Human Resource Management.

CO:4 7. (a) Inspect the elements of human resource planning process.

K:5

**(OR)**

(b) Infer different types of job changing scenarios.

CO:3 8. (a) Identify different types of training methods.

K:4

**(OR)**

(b) Distinguish training from development.

CO:3 9. (a) Examine the elements of performance management  
K:4 process.

**(OR)**

(b) Examine the components of knowledge management process.

CO:5 10. (a) Construct a calculation of dearness allowance of an  
K:6 employee receiving Rs. 50,000 per month as salary. Where  
Consumer Price Index: 150, Base Index: 100?

**(OR)**

(b) Analyze the concept of productivity linked bonus.

**PART - C (1 X 15 = 15 Marks)**

CO:5 11. **Case Study:**

K:6 A mid-sized company, Alpha Services Ltd., recently introduced a performance management system to improve employee productivity and align individual goals with organizational objectives. However, within a year, several issues emerged. Employees complained that performance evaluations were inconsistent and heavily dependent on managers' personal judgments. Many felt that their efforts were not recognized, while some underperforming employees continued without any corrective action. Additionally, feedback was provided only during annual appraisals, with little to no ongoing communication. As a result, employee morale declined, teamwork weakened and the company experienced an increase in turnover rates. The HR department is now under pressure to identify the gaps in the system and recommend improvements to ensure fairness, transparency and effectiveness in performance management.

**Questions:**

- i. Identify the major issues in the performance management system.
- ii. What measures should HR take to improve the effectiveness of the system?