



K.R. MANGALAM UNIVERSITY

THE COMPLETE WORLD OF EDUCATION

Roll no.....

End Semester Examination, December 2024

B.COM(H) ACCA/ B.com program/ BBA (H)ACCA (Research)/ BBA (H) (Research)/BBA(H) NSE/BBA(H) BIA/BBA (H) LSCM/ BBA MBA Integrated– 3rd Semester
COURSE TITLE: HUMAN CAPITAL MANAGEMENT
MCMC201

Time: 2.5 hrs.

Max Marks: **50**

Note: *All Questions are compulsory. Marks are indicated against each question.*

PART-A

Q.1 Attempt any five questions:

1. Differentiate between Personnel Management and HRM. [CO-1, L2]
2. Describe the application of HRIS. [CO-1, L2]
3. Explain the importance of HRM in a changing environment. [CO-1, L2]
4. Explain the role of AI in HRM. [CO-1, L2]
5. Define the concept of Job enrichment. [CO-1, L2]
6. Summarize the concept of job evaluation for compensation. [CO-1, L2]
7. Define sweat equity in context of employee compensation. [CO-1, L2]

PART-B

2x5

Q.2 Strategic Human Resource Management (SHRM) applies HR principles to support an organization's long-term goals and overall strategy. Explain this statement along with the steps involved in SHRM. [CO-2] [L-3] **10**

OR

Describe the relevance of EPRG model in International Human Resource Management. [CO-2] [L-3] **10**

Q.3 Analyze the key steps in the human resource planning process and explore how each step contributes to effective workforce management. [CO-3] [L-4] **10**

OR

Explore the various stages of selection process and analyze the effectiveness of each stage with relevant examples. [CO-3] [L-4] **10**

Q.4 Analyze the concept of succession planning and explain how it is useful for an organization. [CO-4] [L-5] **10**

OR

Analyze on the job and off the job training methods used for employee development. [CO- 4] [L-5] **10**

Q.5 Assess the steps involved in the performance appraisal process and their impact on employee development and motivation. [CO-5] [L-6] **10**

OR

Evaluate the impact of employee compensation components on overall employee satisfaction and productivity.

