



Name. ....		Printed Pages:01		
Student Admn. No.: .....				
<b>School of Law</b> <b>Semester End Examination (SEE), Summer Term - August 2023</b> <b>[Programme: Bachelor of Law]   [Semester:III] [Batch: ]</b>				
Course Title: Human Resource Management		Max Marks: 50		
Course Code: BLA02135		Time: 3 Hrs.		
<b>Instructions:</b>	1. All questions are compulsory. 2. Assume missing data suitably, if any.			
		CO	K Level	Marks
<b>SECTION-A (10 Marks)</b>		<b>2 Marks each</b>		
1.	"HR functions plays a vital role in the whole scheme of management of an industrial organization." Illustrate with the support of relevant examples	CO1	K2	2
2.	Human resource management is the art of procuring, developing and maintaining competent workforce to achieve the goals of the organization in an effective and efficient manner." In the light of above line discuss the scope of HRM.	CO2	K2	2
3.	Describe the various inputs required for a training and development program.	CO3	K2	2
4.	To be a strategic business contributor, HR manager must enhance organizational performance, expand human capital, and the cost-effectiveness. Discuss how HR professional must balance the competing demands made on them	CO4	K2	2
5.	Enumerate the major factors that influence international HRM.	CO5	K2	2
<b>SECTION-B (16 Marks)</b>				
6.	You are the HR consultant to a small business firm with about 40 employees. At the present time the firm offers only five days' vacation, five paid holidays & legally mandated benefits. Develop a list of other benefits you believe should be offered along with reasons for suggesting them.	CO1	K3	5
7.	You are an owner of a small Real Estate firm, wishing to design an efficient compensation management plan for the employees. While designing what things should you consider to ensure that it results into a meticulous & successful plan?	CO2	K3	5
8.	What method of performance appraisal would be suitable to be used for people working in following jobs? Explain the reason for applying these methods. 1. Sales representative 2. HR manager 3. Nurse	CO5	K3	6
<b>SECTION-C (24 Marks)</b>		<b>8 Marks each</b>		
9.	Amron telecom is a one-year-old start-up, in the mobile phone services business, which did well in the year one and needs to plan for year two of operations. It currently is a 20-employee strong, with 14 people in the coding team two architects and a four-member sales team. It sold to three customers during the first year and feedback has been very good. For year	CO3	K4	8

	<p>two the founder CEO proposes to retain the service offerings as is and focus on customer satisfaction as well as target at least five new customers. The company will close year one with a modest revenue of one crore. As a small start-up they do not have the time to attend do the planning exercise and have hired your team to help them chart out a plan for year two.</p> <p>Q. List all the information you will need to consider. Prepare HR plan for this company for the next year.</p>			
10.	<p>‘Job descriptions has a significant role in providing a basis for evaluating and benchmarking positions within an organization. They help establish equitable and competitive compensation structures by defining the knowledge, skills, and responsibilities associated with each role.’ In the light of above statement elucidate how can a job description be utilized to support fair and consistent compensation practices within an organization? Enumerate the factors that should be considered when determining the appropriate salary range for a position?</p>	CO4	K5	8
11.	<p>Astitva is a retail company part of a very popular brand and is doing very well in a new city they entered two years ago and plan to start one more retail outlet in another location in the same city. The size of this new unit will be identical to the existing one. The space has been in the lease agreement signed. The launch date was planned as of July 1st and this is now March 23rd. They have outsourced the HR planning activity to your team and provided you with access to interact with the existing team in the city to come up with a time-bound HR plan for the new outlet for the next two years.</p> <p>Q. Identify ways to make the new outlet profitable &amp; successful.</p>	CO5	K5	8