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Question Paper Code : MB2103

MBA DEGREE EXAMINATION APRIL/ MAY 2026

Second Semester

BA4203- Human Resource Management

(Regulation: 2021)

Time : 3 Hours

Answer ALL Questions

Max. Marks 100

PART-A (10 x 2 = 20 Marks)

1. Define Human Resource Management (HRM).
2. List any two challenges faced by HR managers.
3. Explain induction and socialization.
4. Name any two internal sources of recruitment.
5. Explain knowledge management.
6. State executive development programme.
7. Explain reward in the context of HRM.
8. Explain organizational citizenship behavior (OCB).
9. Define feedback in the context of performance management.
10. Explain any two requirements of an effective control system.

Part – B (5 x 13 = 65 marks)

11. a) Explain the applications of computers in Human Resource Management and illustrate their advantages in organizational settings.

OR

- b) Describe Human Resource Accounting and Audit, and show how they are applied in evaluating organizational performance.

OR

12. a) Illustrate how organizations match human resource supply and demand. Apply appropriate methods to handle surplus and shortage of employees.

OR

- b) Apply the methods and processes of recruitment and selection to design an effective hiring strategy for an organization.
13. a) Demonstrate how the purpose of training can be applied to improve employee performance in a specific organizational context.

OR

- b) Illustrate how knowledge management practices can be applied to improve organizational learning and performance.
14. a) Apply different motivation theories to enhance employee productivity in an organization.

OR

- b) Apply the theories and models of Organizational Citizenship Behavior (OCB) to improve overall organizational effectiveness.
15. a) Explain the methods of performance evaluation and describe the role of feedback in improving employee performance.

OR

- b) Explain employee grievances, their causes, and implication and also describe various grievance redressal methods followed in organizations.

PART C (1 X 15 = 15)

16. a) Evaluate the effectiveness of promotion, demotion, transfer, and separation policies in organizations. Critically analyze their impact on employee morale and organizational productivity, and recommend best practices for managing job changes.

OR

- b) Critically assess the control process in management and its importance in achieving organizational objectives. Compare and evaluate different methods of control, and justify their relevance in modern business environments.