



QUESTION BANK

Year / Semester: **I MBA II Semester**

Regulation: **R22**

Subject and Code: **22MBA123**

SYLLABUS

I MBA II Semester

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22MBA123 **human Resource Management**

Course Educational Objectives (CEOs):

CEO1: To provide knowledge about Principles of Human Resources Management

CEO2: To inculcate various aspects pertinent to HRP, Recruitment and selection

CEO3: To elucidate Placement, Induction and Internal mobility of human resource

CEO4: To provide necessary knowledge about Performance appraisal and career planning

CEO5: To give a elaborate view about Compensation management and grievance redressal

UNIT-I: Introduction to Human Resource Management: Importance--scope and objectives of HRM., Approaches to HRM- Personal management Vs Human Resource Management-HRM and competitive advantage- HR as a Strategic Business Partner

UNIT-II: Human resource planning, Recruitment and selection: Job analysis-uses of job analysis- process of job analysis- methods of job analysis- methods of human resource planning- Recruitment, Process, Methods, Selection Process.

UNIT-III: Placement, Induction and Internal mobility of human resource: Placement and Induction, Training of employees-need for training-objectives-methods-Training evaluation- Executive development methods- promotion and transfer.

UNIT-IV: Performance appraisal and career planning: Need and importance- objectives-process- methods and problems of performance appraisal, Performance Feedback, Concept of career planning –features- methods –uses of career development-succession planning.

UNIT-V: Compensation management and grievance redressal: Compensation planning-objectives –factors Influencing compensation, Compensation for special Groups, Job Evaluation, Sources of Grievance, Grievance Handling procedure- essentials of a good discipline system.

Course Outcomes:



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On successful completion of the course the student will be able to		POs related to COs
CO1	Demonstrate knowledge on the concept of Human Resources Management	PO1,PO2,PO6
CO2	Apply Sound Analytical skills related to HRP, Recruitment and selection	PO2,PO4, PO6
CO3	Apply Knowledge of Placement, Induction and Training methods of Employees	PO4,PO6
CO4	Classify Performance Appraisal methods and apply Career Planning strategies.	PO5,PO6
CO5	Apply the methods of Compensation Management and Grievance Redressal procedure	PO2, PO6

Max Marks: 10



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S.No.	CO	Questions	BT
Unit I: Introduction to Human Resource Management			
1	1	Define Human Resource Management (HRM). Explain its importance in modern organizations.	L2
2	1	a. Discuss the scope of Human Resource Management. (5M) b. Objectives of Human Resource Management.(5M)	L2
3	1	Explain the concept and features of Human Resource Management.	L2
4	1	Describe the different approaches to HRM.	L4
5	1	Differentiate between Personnel Management and Human Resource Management.	L4
6	1	Explain how HRM contributes to competitive advantage in an organization.	L4
7	1	Discuss the role of HR as a Strategic Business Partner.	L4
8	1	Explain the evolution from Personnel Management to Human Resource Management.	L2
9	1	Discuss the functions of HRM in achieving organizational goals.	L4
10	1	Why is HR considered the strategic asset of an organization? Explain with reasons.	L5
S.No.	CO	Questions	BT
Unit II: Human resource planning, Recruitment and Selection			
1	2	Define Human Resource Planning (HRP). Explain its objectives and importance in an organization.	L2
2	2	Discuss the various methods of Human Resource Planning.	L4
3	2	a. What is Job Analysis& Explain its uses in HRM.(5M) b. Explain Process of Job Analysis.(5M)	L2
4	2	Describe the process of Job Analysis in detail.	L2
5	2	Explain the various methods of Job Analysis with suitable examples.	L4
6	2	Define Recruitment. Explain the recruitment process followed in organizations.	L2



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7	2	Discuss the internal and external methods (sources) of Recruitment.	L4
8	2	Explain the Selection Process in detail followed in organisations.	L2
9	2	Differentiate between Recruitment and Selection.	L4
10	2	How does effective Human Resource Planning improve the Recruitment and Selection process? Explain.	L5
S.No.	CO	Questions	BT
Unit III: Placement, Induction and Internal Mobility of Human Resource			
1	3	Define Placement. Explain its importance in effective utilization of human resources.	L2
2	3	Explain Induction? Describe the induction process followed in organizations.	L2
3	3	Explain the need and objectives of training in an organization.	L4
4	3	Discuss the various methods of training employees.	L4
5	3	Explain the process of training evaluation. Why is it important?	L5
6	3	What is Executive Development? Discuss various executive development methods.	L4
7	3	Differentiate between Training and Executive Development.	L4
8	3	Explain the concept of Internal Mobility in HRM. Discuss its forms.	L2
9	3	Define Promotion and Transfer. Explain their objectives and types.	L2
10	3	How do Placement, Training, and Internal Mobility contribute to organizational effectiveness?	L5



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S.No.	CO	Questions	BT
Unit IV: Performance Appraisal and Career Planning			
1	4	Define Performance Appraisal. Explain its need and importance in an organization.	L4
2	4	a. Discuss the objectives of Performance Appraisal.(5M) b. Challenges of Performance Appraisal.(5M)	L3
3	4	Explain the process of Performance Appraisal in detail.	L4
4	4	Describe the various methods of Performance Appraisal.	L3
5	4	Discuss the problems and challenges in Performance Appraisal.	L4
6	4	What is Performance Feedback? Explain its significance in improving employee performance.	L4
7	4	Define Career Planning. Explain its features and objectives.	L2
8	4	Discuss the methods of Career Development in organizations.	L4
9	4	Explain the concept and importance of Succession Planning.	L2
10	4	How does effective Performance Appraisal support Career Planning and Succession Planning? Explain.	L5

S.No.	CO	Questions	BT
Unit V: Compensation Management and Grievance Redressal			
1	5	Define Compensation Planning. Explain its objectives in an organization.	L2
2	5	Discuss the various factors influencing compensation decisions in an organization.	L4
3	5	Explain the concept and components of Compensation Structure.	L2



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4	5	What is meant by Compensation for Special Groups? Discuss with suitable examples.	L4
5	5	Define Job Evaluation. Explain its objectives and methods.	L4
6	5	Discuss the sources and causes of employee grievances in an organization.	L4
7	5	Explain the Grievance Handling Procedure followed in organizations.	L2
8	5	What are the essentials of a good discipline system? Explain.	L5
9	5	Differentiate between Grievance and Discipline.	L4
10	5	How does effective Compensation Planning help in reducing employee grievances? Explain.	L5

Note: L1-Remembering, L2-Understanding, L3-Applying, L4-Analyzing, L5-Evaluating, and L6-Creating

The Six Levels of Bloom's Taxonomy:

1. **Remembering:** Retrieving, recognizing, and recalling relevant knowledge from long-term memory (e.g., list, define, name, locate).
2. **Understanding:** Constructing meaning, explaining ideas, or concepts (e.g., summarize, interpret, classify, compare).
3. **Applying:** Using information in new situations or implementing procedures to solve problems (e.g., solve, use, demonstrate, implement).
4. **Analyzing:** Breaking material into constituent parts, determining how the parts relate to one another and to an overall structure (e.g., contrast, categorize, distinguish, diagram).
5. **Evaluating:** Making judgments based on criteria and standards through checking and critiquing (e.g., judge, critique, justify, defend, argue).
6. **Creating:** Putting elements together to form a coherent or functional whole; reorganizing elements into a new pattern or structure (e.g., design, construct, develop, formulate).



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Text Books:
1. Subbarao.P: Human Resource Management-Texts, Cases And Games (Himalaya), 2011. 2. Human Resource Management, 10/e, 2006, Dessler Gary, Pearson/Prentice Hall of India, New Delhi.
ReferenceBooks:
1. Human Resource Management – Text and cases, 6/e, 2006, VSP Rao, Excel Books, New Delhi. 2. Human Resource Management, 5/e, 2007, K.Aswhappa, Tata McGraw Hill, New Delhi. 3. Personnel and Human Resource Management, 2009, Subba Rao, HPIL, New Delhi.

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