

BACHELOR OF TECHNOLOGY (CBCS) (2021-COURSE)
B. Tech. Sem - VII Computer Science & Business Systems : WINTER: 2025
SUBJECT: HUMAN RESOURCE MANAGEMENT

Day : Friday
Date : 19/12/2025

W-24199-2025

Time : 02:30 PM-05:30 PM
Max. Marks : 60

N.B.:

- 1) All questions are **COMPULSORY**.
- 2) Figures to the right indicate **FULL** marks.
- 3) Assume suitable data, if necessary.

Q. 1 Describe the primary objectives of Human Resource Management. Analyze the external and internal environmental factors influencing HRM practices in India, including legal, socio-cultural, and technological considerations. (10)

OR

Q. 1 Evaluate the strategic importance of Human Resources Management in contemporary business enterprises. Illustrate your answer with practical examples of how HRM contributes to organizational effectiveness and competitive advantage. (10)

Q. 2 Define a Human Resource Information System (HRIS) and identify its major components. Explain how HRIS applications enhance decision-making and streamline HR operations in modern organizations. (10)

OR

Q. 2 Critically evaluate the growing relevance of Human Resource Accounting and HR Audit in today's organizational context. How do these practices help in measuring and improving workforce efficiency and transparency? (10)

Q. 3 Justify the statement: 'Training programs help prevent personal obsolescence'. Examine the various organizational needs that necessitate training and assess the long-term benefits of training initiatives for employee and organizational growth. (10)

OR

Q. 3 Define Human Resource Development (HRD). Discuss the reasons for its growing importance in modern organizations. Analyze how HRD initiatives influence career development, employee motivation and organizational innovation. (10)

Q. 4 Define Human Resource Planning. Propose a step-by-step approach for effective HR planning in organizations, considering factors such as labour market trends, organizational strategy and technological change? (10)

OR

Q. 4 Explain the concept of Human Resource Demand Forecasting. Identify and analyze the key factors influencing workforce demand within an organization. How can organizations accurately predict and meet future human resource needs? (10)

P.T.O.

Q. 5 Analyze how strategic human resource management contributes to managing diversity in the workplace. Support your answer with examples of initiatives or practices that promote an inclusive work culture. (10)

OR

Q. 5 Evaluate the alignment between Human Resource Strategy and Corporate Strategy. How can organizations leverage HR practices to drive innovation, adaptability, and a sustainable competitive advantage? (10)

Q. 6 Examine the role of Human Resource Management in the service sector. What unique challenges and opportunities exist for HR professionals in service-based organizations, and how should they address them effectively? (10)

OR

Q. 6 Propose actionable strategies for organizational leaders and HR professionals to actively foster diversity and inclusion. How can leadership and HR collaboration shape a culture of equity and belonging within the workplace? (10)

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