

**BACHELOR OF TECHNOLOGY (CBCS) (2021-COURSE)**  
**B. Tech. Sem - VII CS&BS : WINTER : 2024**  
**SUBJECT: HUMAN RESOURCE MANAGEMENT**

Day : Tuesday  
Date : 17/12/2024

**W-24199-2024**

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.
- 4) Draw neat diagrams **WHEREVER** necessary.

**Q.1** Define Human Resource Management and elaborate the procedures and practices adopted in it. (10)

**OR**

**Q.1** As a HR manager you have been asked by your organization to organize a management development Programme keeping in mind the current challenges and policies of HRM. (10)

**Q.2** The HRM functions have increased in stature and influence in many organization. Why? (10)

**OR**

**Q.2** Explain the significance of Information System in Human Resource Management. Explain the various approaches to managing information at the macro and micro level. (10)

**Q.3** Mr. Sharma has a small business set up employing 100 workers. Now he is planning to further expand his workforce. He discusses the situation with the new human resource manager of the organization. He expresses his interest to have a mix of old people who have a better understanding of the running processes and new joiner who are more tech savvy and hold professional degrees. Assuming that you are a human resource manager, what would you suggest Mr. Sharma so that he is able to manage his human resource efficiently? (10)

**OR**

**Q.3** What is Human Resource Development and why there is need for it. ? (10)

**Q.4** Explain the role of HR professional in human resource planning process in organizations. (10)

**OR**

**Q.4** Describe the various forecasting techniques and how these techniques are being used in human resource planning. Explain the issues in demand forecasting. Discuss the different factors contributing forecasting. (10)

**Q.5** 'Business-level strategies may be constrained by human resource issues but rarely seem to be designed to influence them'. Discuss. (10)

**OR**

**Q.5** Describe the role of HR as a factor of competitive advantages to the organization in the current scenario. (10)

**Q.6** What are flexible working practices and give some examples of the same. What are the some of the disadvantageous implications of flexible working practices? (10)

**OR**

**Q.6** Distinguish between Training and Development and state the benefits of training. (10)

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