

**B. TECH. (COMPUTER SCIENCE & BUSINESS SYSTEMS) (CBCS - 2018 COURSE)**  
**B.Tech. (CSBS) Sem - VII : WINTER : 2024**  
**SUBJECT: HUMAN RESOURCE MANAGEMENT**

Day : Tuesday  
Date : 17/12/2024

**W-20480-2024**

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 and labeled diagrams, **wherever** necessary.

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**Q.1** Define Human Resource Management (HRM) and discuss its significance in (10) - contemporary organizations. What are the primary functions HRM?

**OR**

Analyze the role of HR Policies, Procedures and Practices in shaping organizational culture and employee behavior. How do these elements contribute to achieving organizational goals?

**Q.2** Discuss the human resource system design in modern organizations. What factors (10) should organizations consider when designing an effective HR system?

**OR**

Evaluate the role of line management in HRM. What are the responsibilities of line managers in implementing HR policies and practices?

**Q.3** Explain the role of recruitment and staffing in HRM. Discuss the strategies and (10) best practices organizations can use to attract, select and retain top talent in a competitive Job market.

**OR**

Explain the role of Human Resource Information Systems (HRIS) in streamlining HR processes and enhancing decision-making. How do HRIS support functions such as recruitment, performance management and employee data management.

**Q.4** Discuss the importance of Human Resource Planning (HRP) in modern (10) organizations. How does effective HRP contribute to organizational success and sustainability?

**OR**

Discuss the significance of staffing strategies in HR planning. How can organizations attract, select and onboard new employee to meet current and future business needs?

**Q.5** What is the relationship between HR strategy and overall corporate strategy? (10) How can organizations align their HR strategies with their business objectives to drive sustainable growth and competitive advantage?

**OR**

Discuss the importance of managing diversity in the workplace. How can organizations leverage diversity to foster innovation, creativity and competitive advantage?

**Q.6** Discuss the unique challenges faced by Human Resource Management in the (10) service sector. How do these challenges differ from those encountered in other industries?

**OR**

Discuss the future trends and developments in HRM practices in the service sector. How will factors such as technologies advancement changing consumer preferences and globalization impact HRM strategies in service organization?

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