

**B. TECH. (COMPUTER SCIENCE & BUSINESS SYSTEMS) (CBCS - 2018 COURSE)**

**B.Tech. (CSBS) Sem - VII : SUMMER : 2024  
SUBJECT: HUMAN RESOURCE MANAGEMENT**

Day : Wednesday  
Date : 15/05/2024

**S-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.

**Q.1** Explain the concept of HR philosophy. How does an organization's HR philosophy influence its HR policies, procedures and practices? Provide examples to support your explanation. (10)

**OR**

Define Human Resource Management and explain its nature, scope and objectives. How does effective HRM help in company's growth?

**Q.2** Explain the role of HR Professionals in today's business landscape. How has the HR profession evolved overtime and what are the key competencies required for HR professionals to succeed? (10)

**OR**

Discuss the concept of human resource accounting and audit. What are the benefits of conducting HR audits and how can organizations effectively manage their human capital assets?

**Q.3** Analyze the importance of benefits and compensation in employee motivation and retention. How can organizations design competitive benefits packages and compensation structures to align with their overall HR strategy? (10)

**OR**

Analyze the role of payroll in HRM. What are the key considerations and challenges associated with payroll processing, tax compliance and payroll administration?

**Q.4** Explain the concept of demand forecasting in HR planning. What methods and techniques can organizations use to forecast future workforce needs accurately? (10)

**OR**

What is a succession planning? How can organizations identify and groom high potential employee for future leadership roles?

**Q.5** Define strategic Human Resource management (SHRM) and discuss its significance in contemporary organizations. How does SHRM contribute to achieving organizational goals and objectives? (10)

**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 concept of employee empowerment in the context of service organizations. How does empowering employee contribute to improving customer satisfaction and loyalty? (10)

**OR**

Discuss the impact of support services on HR practices in the service sector with a focus on performance management.

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