

Satyug Darshan Institute of Engineering & Technology, Faridabad

Department of Management Studies

Academic year 2025-26

Programme: B.Tech	Year & Semester: 3 rd Year & VI Sem
Course Name: Human Resource Management	Course Code: OEC-CS-602
Prepared by: Dr.Sanjana Kaushik	

Unit I

Short answer questions

Q.N.	Question	KL
1	Define the term 'Human Resource Policies'.	1
2	List the different HR functions that can be outsourced.	1
3	Discuss the meaning of employee turnover.	2
4	Explain the difference between BPO and KPO.	2
5	Define 'Strategic Human resource Management'.	1
6	Explain the term ' Human resource Management'.	2

Long answer questions

Q.N.	Question	KL
1	Discuss the different types of HR policies.	2
2	Discuss the challenges and opportunities related to Global Human resource Management.	2
3	Explain the various functions and objectives of HRM in ensuring organizational success.	2
4	Discuss the importance of Human Resource Management.	2
5	Explain the importance of strategic management.	2
6	Discuss the meaning of Human Resource Outsourcing and its importance.	2

Unit II

Short answer questions

Q.N.	Question	KL
1	List the barriers to Human Resource planning.	1
2	Explain the meaning of grievance	2
3	List the steps for grievance handling.	1
4	Explain the meaning of Job description and Job specification.	2
5	Define 'Job Analysis'.	1

Long answer questions

Q.N.	Question	KL
1	Discuss the various sources of recruitment and their advantages and disadvantages.	2
2	Explain the process of recruitment and selection.	2
3	Explain the meaning and steps of Human Resource Planning.	2
4	Discuss the meaning and components of Job analysis in detail.	2
5	Explain the meaning and various components/ techniques of job design.	2
6	Discuss the meaning and methods of Job Evaluation.	2
7	Explain the different measures taken by organizations for social security and welfare	2

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Unit III

Short answer questions

Q.N.	Question	KL
1	Explain the meaning of HRIS and its benefits.	2
2	List the steps in the career planning process.	1
3	Discuss the meaning of 'Training Process Outsourcing'.	2
4	Explain the meaning of 'Competency based Training'.	2
5	Discuss the meaning of 'Succession Planning'.	2

Long answer questions

Q.N.	Question	KL
1	Explain the meaning and steps in Training need analysis/training need assessment.	2
2	Discuss the various on the job and off the job training methods.	2
3	Explain the meaning and methods of training evaluation.	2
4	Discuss the process of designing a training programme.	2
5	Explain the importance of succession planning in detail.	2
6	Discuss the meaning and importance of career planning and management development.	2

Unit IV

Short answer questions

Q.N.	Question	KL
1	Explain the meaning of 'Performance Appraisal'	2
2	List the different types of fringe benefits given by the organization	1
3	Discuss the meaning of 'Performance Appraisal'.	2
4	List the objectives of performance appraisal	1
5	Explain the meaning of rightsizing and downsizing.	2

Long answer questions

Q.N.	Question	KL
1	Explain the importance and different methods of Performance Appraisal.	2
2	Discuss the purpose and various dimensions of the 'Balance Scorecard'	2
3	Explain the different components of compensation.	2
4	Discuss the various factors affecting compensation.	2
5	Explain the various reasons for Industrial disputes and their settlement machinery	2
6	Discuss in detail the importance of potential appraisal and performance linked compensation	2