

Date:

Registration number:

**ST JOSEPH’S UNIVERSITY, BENGALURU -27**

**M.S.W– III SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2023**

**(Examination conducted in November /December 2023)**

**SWDS9721: HUMAN RESOURCE MANAGEMENT**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 50**

**This paper contains TWO printed pages and THREE parts**

**PART - A**

**Answer any FIVE of the following 5X2=10**

1. What does the acronym POSDCORB stands for in the context of management functions?
2. Write any two objectives of Human Resource Planning (HRP) in an organization?
3. What is the primary objective of a Development Center in the context of employee development?
4. What is Attrition in the context of human resources?
5. Define International Human Resource Management (IHRM) in the context of global business.
6. Expand IHRM .Why is it important for multinational organizations?
7. Briefly explain the concept of E-HRM and its primary purpose in HR management.

**PART - B**

**Answer any FOUR of the following 4X5=20**

1. Explain the concept and scope of Human Resource Management (HRM) within an organization.
2. Explain the process of Talent Acquisition in an organization. Highlight the key sources and methods commonly used.
3. Describe the steps involved in the Training and Development process within an organization. How does this process contribute to enhancing employee skills and performance?
4. Explain the concept of Talent Retention and highlight its importance in the modern business environment. Provide an example of a talent retention strategy.
5. Evaluate the importance and impact of Performance Appraisal in organizations. Compare the traditional methods of performance appraisal with the modern methods, highlighting their advantages and limitations.

**PART - C**

**Answer any TWO of the following 2X10=20**

1. Trace the evolution of Human Resource Management (HRM) from its origins to its current state. Describe the different approaches that have influenced the development of HRM practices.
2. Explain the concept of Separation in the context of human resources. Discuss the various methods of separation that organizations may employ. Provide examples of situations where each method is appropriate.
3. Discuss the contributions of Elton Mayo to the field of management. How did his work influence the understanding of human relations in the workplace?