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| **Semester: 1**  **Maximum Marks: 50 Examination: ESE Examination Date:**  **Duration: 3hours** | | |
| **Programme code:**  **Programme:** | **Class: MBA WE** | **Semester/Trimester:1** |
| **College:**  **K. J. Somaiya Institute of Management** | **Name of the department/Section/Center:** | |
| **Course Code:** | **Name of the Course: HRM** | |
| **Instructions: All questions are compulsory.**  **Answers must be to the point and explained with the help of examples where**  **necessary.** | | |
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| **Question No.** |  | **Max.**  **Marks** |
| **Q1.** | Answer any 5 questions from the following:   1. *Discuss the challenges and opportunities of aligning HR strategies with business strategies in a globalized context.* 2. *Explain the key functions of HRM and their interrelationships.* 3. *A company is facing a high turnover rate among its employees. Analyze the possible reasons for this and suggest strategies to improve recruitment and selection processes to retain talent.* 4. *Discuss the various training methods and development programs used by organizations.* 5. *Critically evaluate the limitations of traditional performance appraisal methods.* 6. *Propose innovative strategies for improving employee engagement and motivation in a remote work environment.* 7. *How can employers balance the right to discipline employees for excessive absenteeism with the employee's right to fair treatment and due process?* | **5x6=30** |
| **Q2.** | Write short notes on the following:   1. Methods of HRP 2. Job Evaluation 3. Employee onboarding 4. Components of wage and salary administration | **4x5=20** |