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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**  |