

[Time: 3.00 Hrs]

[Marks: 75 ]

Please check whether you have got the right question paper.

**Instructions :**

1. Q1 (20 marks) & Q8 (15 marks) are compulsory.
2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7.
3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks.
4. Figures to the right indicate full marks.
5. Draw neat diagrams wherever necessary.

**Q.1 Read and attempt the following:**

XYZ Inc. is a company in the technology sector that has been around for over 20 years. The company has seen steady growth and success, but recently, there has been a shift in the industry, which has led to some challenges. The company's leadership team has recognized the need for human resource planning to ensure that the company has the right talent in place to continue to succeed.

The HR team conducted a detailed analysis of the current workforce, including skills, experience, and education. They also looked at industry trends, competitors, and upcoming projects to determine the company's future workforce needs.

(a) Develop a comprehensive employee training program to bridge any skill gaps and to keep up with the changing industry. 10 Marks

(b) Create a diverse and inclusive workplace that reflects the diversity of their clients and customers.

10 Marks

**Q.2 Attempt any two of the following:**

10 Marks

(a) Define HRM? What are its functions and objectives?

(b) Explain the role of HR professional in human resource planning process in organizations.

(c) Define stress. Explain its nature and causes of stress.

Q.3 Attempt any two of the following:

10 Marks

(a) What is job analysis? Discuss various methods for collecting Job Analysis data.

(b) Explain any three methods of performance appraisal with pros and cons.

(c) Examine the objectives, need and purpose of training.

Q.4 Attempt any two of the following:

10 Marks

(a) "Corporate social responsibility is a key issue for any organisation aiming for long term sustainability". Discuss.

(b) What are the requisites for the success of MDP?

(c) Explain Future Prospects of Knowledge Process Outsourcing (KPO) in India.

Q.5 Attempt any two of the following:

10 Marks

(a) What is realistic job preview? How does it differ from traditional job preview?

(b) What topics can be included in designing a new intervention for organizational effectiveness?

(c) Write a note on the framework of HRD.

Q.6 Attempt any two of the following:

10 Marks

(a) Explain various types of tests used in the selection process.

(b) Explain how to manage ethics at work place.

(c) "People resist change and it's a completely normal part of the process" Comment.

Q.7 Attempt any two of the following:

10 Marks

(a) “Human Resources have never been more indispensable than today”. Explain.

(b) Explain the importance and significance of induction.

(c) Write a note on Management By Objective.

Q.8 Write short notes on Any three the following:

15 Marks

(a) What do you understand by placement and orientation?

(b) “Performance appraisal is not only for appraisal but is for achievement and improvement of performance”. Explain.

(c) Discuss the various elements of succession planning? Is there any mechanism of justifying the elements applied in the process of succession planning?

(d) Discuss about the requirements for the effective operating of the Safety and Health programmes.

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