

D 125443

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Name.....

Reg. No.....

**SECOND SEMESTER M.B.A. DEGREE (2024 SCHEME) REGULAR
EXAMINATION, JULY 2025**

M.B.A. (CUCSS)

BUS2C12—HUMAN RESOURCES MANAGEMENT

Time : Three Hours

Maximum : 60 Marks

Part A*Answer **all** questions, each carries 2 marks.*

1. Define workplace diversity.
2. Identify the contents of a job description.
3. Explain the objectives of onboarding.
4. List the dimensions of quality of work life.
5. Describe the grounds for discharge.

(5 × 2 = 10 marks)

Part B*Answer any **four** questions from this part.**Each question carries 4 marks.*

6. Demonstrate how analytical skills help HR managers make strategic decisions.
7. Illustrate the role of the interviewer in ensuring fairness.
8. Differentiate between training and development.
9. Demonstrate the benefits of aligning rewards with performance.
10. Interpret how managers foster mentoring relationships.
11. Illustrate the three pillars of fair discipline.

(4 × 4 = 16 marks)

Turn over

Part C

*Answer any **three** questions from this part.*

Each question carries 8 marks.

12. Analyze the recent global trends influencing HRM.
13. Human Resource Planning ensures the right number of people are in the right roles at the right time. Justify the relevance of this statement.
14. Examine the steps in conducting a performance appraisal.
15. Evaluate the importance of a balanced pay structure.
16. Analyze the key provisions of employment laws concerning employee safety and working conditions.

(3 × 8 = 24 marks)

Part D (Compulsory Question, 10 marks)

17. A promotion decision involving Amar, a senior manager at Nova Solutions Ltd, led to anonymous complaints about favouritism. It was claimed that he is a close relative of the department head. Although his performance is strong, the lack of transparency in the process has raised doubts and the employees are questioning the integrity of HR practices. It has also impacted the morale and trust in leadership.
 - (a) Design a plan to rebuild morale among the employees.
 - (b) Evaluate the ethical implications in this situation.

(10 marks)