

<b>Name:</b>	
<b>Enrolment No:</b>	

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**

**Online End Semester Examination, May 2021**

**Course: Human Resource Management**

**Semester: II**

**Programme: BBA (ABD/FB&E)**

**Time: 03 hrs.**

**Course Code: HRES 3001**

**Max. Marks: 100**

**Instructions: All questions are compulsory**

**SECTION A (30 Marks)**

S. No.		Marks	CO
Q 1	Which of the following compensation options would not qualify under the term pay-for-performance? a. seniority based pay b. group incentive c. pay banding d. gainsharing plans	5	CO 1
Q 2	A strategic compensation system is essential for: a. job evaluation b. human resource planning c. motivating employees and containing labor costs d. Fair Labor Standards Act compliance	5	CO 1
Q 3	An examination of the strategies, environment, and resources of the organization to determine where training emphasis should be placed is referred to as: a. task analysis b. environmental Scanning c. needs Assessment d. organizational Analysis	5	CO 1
Q 4	If a manager rates an employee higher than he or she deserves in order to look good as a manager in the eyes of his or her own superiors, this is an example of: a. criterion deficiency b. organizational politics c. criterion contamination d. administrative appraisal purpose	5	CO 1
Q 5	The strategic relevance of performance appraisals refers to: a. the extent to which standards relate to the overall objectives of the organization. b. the extent to which standards capture the entire range of an employee's responsibilities. c. the extent to which individuals tend to maintain a certain level of performance over time. d. the extent to which factors outside the employee's control can influence performance.	5	CO 1

Q 6	Which is the most direct and the least complicated type of validity to assess? a.content validity b.construct validity c.criterion-related validity d.concurrent validity	5	CO 1
<b>SECTION B ( 50 Marks)</b>			
Q 7	Identify the major reasons employees doing the same job in organization might receive different compensation?	10	CO2
Q 8	What can a trainer do to build trainee motivation before and during a training program?	10	CO2
Q 9	How is technology changing or facilitating the selection process?	10	CO2
Q 10	How can superiors increase the effectiveness of the feedback they give to subordinates?	10	CO3
Q 11	Explain how the organization's and candidate's objectives in the recruiting process might conflict. How might these conflicts affect the eventual success of the recruiting and job search process?	10	CO3
<b>SECTION-C ( 20 marks)</b>			
Q 12	You are designing a two-day workshop to teach intact teams of managers to use systematic problem solving methods. The managers include state managers and their three to five immediate subordinates, each of whom manages an area within a state. These individuals are required to attend the training program. The content of the program includes several steps in the problem solving process ( defining the problem and generating decision criteria, generating alternatives, choosing an alternative, action planning for implementation and evaluating success) and several types of skills ( listening, consensus seeking, brainstorming, cause and effect analysis). How will your training program incorporate each of the following learning principles? Are there any that will not concern you? Which may be most critical in this situation 1. Readiness 2. Motivation 3. Feedback 5. Distributed vs. massed learning 6. Whole vs. part learning 7. Transfer of training	20	CO 3