

HR policies. Analyze how adopting a geocentric HRM approach can help the organization balance these two conflicting demands. Also compare this approach with a polycentric approach by discussing the potential benefits and drawbacks in terms of decision- making, cultural adaptation, and leadership development in various subsidiaries. (10)

(b) Explain the training process in an organization. Also explain in detail the different methods of training used for employees? (8)

5. (a) A multinational firm is revising its compensation system to better attract and retain talent in a highly competitive market. Critically discuss the key components of pay and the major factors that influence compensation decisions. Also explain the steps involved in determining compensation, including the role of job evaluation in establishing fair structures. (10)

(b) Define Industrial Relations. What are the main causes of industrial disputes? (8)

6. (a) Define collective bargaining. What are the essential elements required for an effective collective bargaining? Explain it with help of an example. (10)

(b) Compare and contrast internal and external sources of recruitment. Provide real-world examples (8)

(200)

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 4718

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Unique Paper Code : 2924000029

Name of the Paper : Basics of Human Resource Management (GE)

Name of the Course : **BMS**

Semester : IV

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll. No. on the top immediately on receipt of this question paper,
2. **Question 1** is compulsory
3. Attempt any four questions out of remaining five.
4. All questions carry equal marks.

1. TechGuru Solutions, a mid-sized technology firm, has experienced rapid growth over the past two years. However, the company is now facing significant challenges in its recruitment and selection process.

P.T.O.

Traditionally, TechGuru has relied on a rather unstructured approach to hiring, which includes vague job descriptions, generic recruitment channels, and an informal interview process. As a result, the firm has seen a high turnover rate, with many new hires leaving within the first year due to poor job fit and inadequate onboarding. Additionally, the lack of a systematic approach to job analysis has resulted in unclear role expectations and mismatches between employee skills and job requirements.

In response to these issues, the HR Manager at TechGuru Solutions is considering a comprehensive overhaul of the recruitment and selection process. The proposed changes include a detailed job analysis to create precise job descriptions, the use of diversified and targeted recruitment channels, and the implementation of a structured selection process with competency-based interviews. There is also a plan to improve the orientation and onboarding program to better integrate new employees into the company culture.

Answer the following questions based on the case study:

- (a) Identify and discuss the key challenges that TechGuru Solutions is currently facing in its recruitment and selection process. Also explain how these challenges might affect the overall performance and retention of employees. (10)

- (b) Analyze how the unstructured recruitment process at TechGuru Solutions could be contributing to issues such as high turnover and poor job performance. Discuss the possible implications for both the individual employees and the organization as a whole. (8)
2. (a) Modern organizations rely on Human Resource Information System to streamline HR operations and support strategic decision-making. Critically discuss how an effective Human Resource Information System integrates various HR functions (e.g., recruitment, performance management, training) and improves operational efficiency. (10)
- (b) What is performance management? Discuss two key performance appraisal methods used by organizations. (8)
3. (a) Employee motivation is crucial for enhancing performance and ensuring long-term retention. Analyze the importance of incentives in motivating employees, and explain the different types of incentives organizations can offer. (10)
- (b) Explain the grievance redressal procedure in organizations. Why is it important? (8)
4. (a) A global corporation is striving to achieve both global integration and local responsiveness in its