

NOVEMBER 2023

**66260/HBWCB/  
HW23B**

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer any TEN questions in about 50 words.

1. What is meant by Human Capital Management?
2. Define mentoring.
3. What is meant by HR auditing?
4. What is meant by KPI?
5. Write the meaning of Training.
6. What is meant by job rotation?
7. Write the meaning of sensitivity training.
8. What is meant by balance score card.
9. Define employee empowerment.
10. What is meant by employee counselling?
11. What is meant by HR Effectiveness index?
12. Write the meaning of JIT.

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PART B — (5 × 5 = 25 marks)

Answer any FIVE questions in about 200 words.

13. Differentiate Human Resource Management and Human Resource Development.
14. Explain the objectives of Human Resource Management.
15. Explain the Process of MBO.
16. Elaborate the importance of training and development.
17. Explain the importance of Training need analysis.
18. Brief about evaluation of the training programme.
19. Elaborate the benefits of Employee empowerment.

PART C — (4 × 10 = 40 marks)

Answer any FOUR questions in about 500 words.

20. Explain the performance management systems in the organization.
21. Narrate the importance of HR accounting.
22. Explain the types of "Off the Job Training".

23. How would you improve the training utility by following up training action plan?
  24. Discuss the role of employee counsellor in organizations.
  25. Explain the organisational goal setting process.
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