

Time: 2 Hours
MM: 40 Marks

Course: Human Resource Management
Course Code: BS1102

Section- A

Select the Right option.

(5 marks)--- [LO-1]

1 _____ seeks to examine the goals of the organization and the trends that are likely to affect these goals.

- a. Organizational Support
- b. Organizational analysis
- c. Person analysis
- d. Key skill abilities analysis

2. Vestibule training utilizes equipment which closely resemble the actual ones used on the job.

- a. True
- b. False

3 Which of these is the main purpose of employee assessment?

- a. Making correct decisions
- b. To effect promotions based on competence and performance
- c. Establish job expectations
- d. None of the above

4 How performance appraisal can contribute to a firm's competitive advantage?

- a. Ensures legal compliances
- b. Minimizing job dissatisfaction and turnover
- c. Improves performance
- d. All the above

5 Which tests are designed to ensure accuracy of the information given in the applications?

- a. Graphology test
- b. Interest test
- c. Grammatology test
- d. Polygraph test

6 _____ occurs when an interviewer judges an applicant's entire potential for job performance based on a single trait, such as how the applicant dresses or talks.

- a. Stress producing
- b. Halo – effect

- c. Unstructured
- d. None of the above

7. Strategic HRM is the linkage between the human resource strategy and

- a. Organizational Goal
- b. corporate-level strategies
- c. Organizational Policies
- d. All of the above

8. Which method of performance appraisal involves grouping employees into frequencies of performance evaluation

- a. Ranking
- b. Paired comparison
- c. Forced distribution
- d. Behaviourally Anchored Rating scale

9. _____ is a systematic approach to providing monetary value to employees

- a. Salary
- b. Allowances
- c. Compensation
- d. Rewards

10. The purpose of reward is:

- a. To attract individuals to the organization
- b. To retain individuals within the organization
- c. To motivate people to work
- d. All of the above

Section -B

Answer any three questions: (21 marks)

1. Explain how effective compensation management help an organization achieve its strategic objectives? **(7 marks)** [LO-1]
2. What is potential appraisal? Explain why organizations are giving more importance to potential appraisal than performance appraisal? **(7 marks)** [LO-1 &4]
3. What are the objectives of human resource planning? Explain the reasons for the growing interest in HRP in recent times. **(7 marks)** [LO-1,3 &4]
4. What are the 5 elements of High performance work systems? Explain with respect to the company your group worked upon during class presentations **(7 marks)** [LO-3&4]

Section C

Read the news article and answer the questions: (14 marks)

Google to delay employee return to work in US as planned on January 10

Google has announced that it will not be requiring its employees to return to offices on Jan. 10 as expected after all, according to an email sent to employees Thursday and reported by CNBC.

The new information comes after several previous delays and as most of the company's employees were expected to return to physical offices three days a week. It also comes as a small but growing portion of the company's employees fight the company's vaccine mandate.

In the email to full-time employees, the company's Security VP, Chris Rackow shared that it will wait until the new year to assess when U.S. offices can safely return to a 'stable, long-term working environment.' The email also said that none of the U.S. locations will adopt the hybrid working mandate on January 10 as planned.

Rackow's email mentions that Google will allow specific locations to decide their timelines for returning their respective local workforces to the office and Google's 'Local Incident Response Teams' will also help determine each office's risk level.

Rackow also said that while employees will no longer be required to return January 10, the company still encourages employees to continue coming in "where conditions allow, to reconnect with colleagues in person and start regaining the muscle memory of being in the office more regularly." The company will give all full-time employees who need it a 30-day period to transition to the hybrid schedule, the note said.

While Rackow's email doesn't mention the latest Covid variant, Google reportedly told its employees in Europe, the Middle East and Africa that it would postpone its return-to-office plan for those locations as the new variant and travel restrictions continue to create uncertainty.

As reported by CNBC, a company spokesperson said that Google previously listed January 10 as the earliest date for a possible return and reiterated that it has safely opened more than 90% of its U.S. offices.

(Source: People Matter, December 2021)

Questions

1. Identify major HR challenges which organizations will face due to omicron variant.
(6 marks) [LO-2,3 &4]
2. List down what should be HR's new approach to manage the challenges with respect to following HR functions [LO-2,3,&4]
 - a. Performance appraisal (4 marks)
 - b. Compensation (4 marks)

