

JK Lakshmipat University Jaipur
INSTITUTE OF MANAGEMENT
EndTerm Examination, 2024
B.B.A., Semester V 2022-2025

Roll No.....

BS1102: HUMAN RESOURCE MANAGEMENT

Time: 2 hours

Max. Marks: 30

Instructions to students:

1. Do not write anything other than your roll number on question paper.
 2. Mention all the rationale for your answers clearly.
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Q.1 What is the Kirkpatrick evaluation model? Explain its four levels with examples. *4 marks*
(L.O. 4)

Q2. Explain the components of compensation management and their significance *4 marks*
(L.O. 1)

Q3. A manufacturing company wants to identify its employees' training needs. Describe training need assessment techniques that can help in this process. *3 marks*
(L.O. 4)

OR

Briefly describe SMART and OKR methods of goal setting in performance management.

Q4. Illustrate **any three** of the following training methods. Provide examples of situations where each method would be most effective *6 marks*
(L.O. 3)

- a. Simulation
- b. Role Playing
- c. Apprenticeship
- d. Job Rotation
- e. Coaching

Q5. a. Explain how an organization can use Vroom's Expectancy Theory to design a compensation structure that motivates employees. *5 marks*
(L.O. 1,3)

OR

b. Outline the training process, highlighting the importance of each step.

Q6. Netflix is known for its innovative HR practices, including its emphasis on talent management, employee well-being, and high-performance culture. The company introduced flexible remote work policies, diversity and inclusion programs, and a cutting-edge learning and development initiative. *8 marks*
(L.O. 2)

Question- Analyse how Netflix's HR practices contribute to its success. Discuss the role of hybrid work, DEI (Diversity, Equity, and Inclusion), and technology in transforming its HR strategies.