

23BAT202 – HUMAN RESOURCE MANAGEMENT

QUESTION BANK

UNIT 2

2Marks

1. What is competency-based job analysis?
2. Define the term "competency" in HRM.
3. Mention any two advantages of competency-based job analysis.
4. State the difference between traditional and competency-based job analysis.
5. How does competency-based job analysis support talent management?
6. What is job design?
7. Mention any two factors influencing job design.
8. What is the difference between job enlargement and job enrichment?
9. How does job design impact employee motivation?
10. How does job rotation help in employee skill development?
11. Define recruitment.
12. Mention any two sources of recruitment.
13. What is the difference between internal and external recruitment?
14. What is e-recruitment?
15. Compare the merits of internal vs external recruitment.
16. How does employer branding affect recruitment?
17. What is employee selection?
18. Mention any two selection tools.
19. What is the purpose of a selection interview?
20. Define "selection test."
21. How does validity and reliability affect selection tools?
22. Differentiate between selection and recruitment with examples.
23. What is employee induction?
24. State any two objectives of induction.
25. What is the difference between induction and orientation?
26. Mention any two contents of an induction program
27. Explain how induction helps in reducing employee turnover.

13 Marks

1. Design a competency model for a managerial role in a multinational corporation. Explain the steps involved in developing the model and its application in HR functions.
2. Discuss how competency-based job analysis can be integrated with performance management systems to drive organizational effectiveness. Illustrate with suitable organizational scenarios.
3. Critically evaluate the role of competency-based job analysis in aligning HR practices with strategic business goals. Provide suitable examples.
4. "Competency frameworks are the backbone of modern HRM." Critically examine this statement in the context of recruitment, training, and succession planning.

5. Examine the relevance of job design in enhancing employee satisfaction and productivity in knowledge-based industries. Justify your answer with recent organizational practices.
6. Propose a job design plan for a customer service executive role using the Job Characteristics Model. Analyze how each core dimension contributes to employee motivation.
7. “Recruitment is not just about filling vacancies, but about building future capability.”
– Discuss this statement by evaluating different recruitment strategies in today’s dynamic business environment.
8. Compare and contrast traditional and digital recruitment methods. Recommend a recruitment plan for a start-up firm with limited resources.
9. Design a structured selection process for a mid-level technical position. Justify your choice of tools and techniques used at each stage.
10. Critically analyze the significance of a well-structured induction program on employee engagement and retention. Support your answer with real-time examples.
11. Design a comprehensive induction strategy for a newly launched retail chain. Explain how your plan addresses both cultural assimilation and performance orientation.