



VALLIAMMAI ENGINEERING COLLEGE
MASTER OF COMPUTER APPLICATIONS
MC7009-HUMAN RESOURCE MANAGEMENT QUESTION BANK



Year and Semester	III – V SEMESTER (ODD)	
Subject Code and Name	MC 7009 – HUMAN RESOURCE MANAGEMENT	
Faculty Name	L. SUJATHA	
Unit - I - Part - A – Questions		
Q.No		Level
1	Define HRM.	BTL 1
2	Can you explain the importance of Human Resource Management?	BTL 2
3	List the trends and opportunities of HRM?	BTL 3
4	Classify the functions of HRM.	BTL 4
5	Discuss the concept of Equal Employment Opportunity.	BTL 5
6	Interpret the factors influencing the global work environment.	BTL 6
7	How would you explain legal issues faced when managing HR in a global environment?	BTL 1
8	What can you say about features of HRM?	BTL 2
9	How would you show your understanding in Cross Culture Influence?	BTL 3
10	What conclusion can you draw from the Laws of discriminatory practices?	BTL 4
11	Can you identify the significant changes in workforce composition?	BTL 5
12	What information would you use to make the conclusion cultural environments affect HRM practices?	BTL 6
13	Define inclusive growth.	BTL 1
14	What is meant by Knowledge Worker?	BTL 2
15	List the qualities of HR manager.	BTL 3
16	How technology affects HRM practices?	BTL 4
17	Define Transnational HRM system.	BTL 1
18	Can you explain why organizational members focus on quality and continuous improvements?	BTL 2
19	Define Affirmative action.	BTL 1
20	What is HRM ethics?	BTL 1

Q.No	Unit - I - Part - B – Questions	Level
1	(i)How would you describe the historical development of HRM? (8)	BTL 1
	(ii)How would you describe the importance of Human Factor? (8)	BTL 1
2	(i)How would you summarize the nature and concept of HRM? (8)	BTL 2
	(ii)How would you summarize HRM in dynamic environment? (8)	BTL 2
3	How would you show your understanding of the concept of equal opportunity employment in detail? (16)	BTL 3
4	(i)Classify the managerial functions of HRM. (8)	BTL 4
	(ii)Classify the operational functions of HRM. (8)	BTL 4
5	Categorize the various laws for discriminatory practices in HRM. (16)	BTL 5
6	Evaluate the evolution and growth of HRM. (16)	BTL 6
7	(i)Define HRM. Explain the importance of HRM. (8)	BTL 1
	(ii) What are the objectives of HRM? (8)	BTL 1
8	What is the affirmative action which influence HR environment? (16)	BTL 2
9	(i)HR managers, nowadays, wear hats.” In the light of this statement, discuss the administrative roles of HR manager. (8)	BTL 3



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	(ii) How would you show your understanding of the Operational and Strategic roles of HR manager? (8)	BTL 3
10	(i) Analyze the recent trends and opportunities in human resource management? (8)	BTL 4
	(ii) Explain computer applications in Human Resource Management. (8)	BTL 4
11.	Explain inclusive growth and affirmative actions of HRM. (16)	BTL 1
12.	Discuss about legal and ethical context in HRM. (16)	BTL 2
13.	Explain in detail the different types of qualities required for HR manager in context of global environment. (16)	BTL 4
14.	(i) Explain the various challenges faced by HR managers. (8)	BTL 1
	(ii) Explain the scope of Human Resource Management. (8)	BTL 1



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Q.No	Unit - II - Part - A – Questions	Level
1	What is meant by Pre-employment testing?	BTL 1
2	Compare succession planning and career planning.	BTL 2
3	Identify the key element for successful predictors.	BTL 3
4	Classify the types of interviews.	BTL 4
5	How will you determine the manpower Gaps?	BTL 5
6	Interpret the major objectives of selection.	BTL 6
7	Define job analysis.	BTL 1
8	Outline the importance of job Re-design.	BTL 2
9	How would you show your understanding of employee referrals?	BTL 3
10	Define selection.	BTL 4
11	What is Succession planning? Why is it necessary?	BTL 5
12	Explain about interviewing mistakes.	BTL 6
13	How would you apply the different types of HR policies?	BTL 1
14	Classify the different types of HR Planning.	BTL 2
15	List down various tests which are conducted during the selection process.	BTL 3
16	Interpret the external and internal sources of HR planning.	BTL 4
17	Define HRP and interview.	BTL 1
18	Compare Work Sample Method and Assessment Center.	BTL 2
19	Define the term hiring mistakes.	BTL 1
20	What is recruitment and selection?	BTL 1

Q.No	Unit - II - Part - B – Questions	Level
1	What is meant by HR Planning? What are the various steps to be considered in HR planning process? Explain? (16)	BTL 1
2	(i)Outline the important interview techniques used for selecting supervisory and managerial staff. (8)	BTL 2
	(ii)Can you differentiate between recruitment and selection. (8)	BTL 2
3	What facts would you select to show your understanding on the factors influencing recruitment? (16)	BTL 3
4	(i)Classify the various types of HR policies. (8)	BTL 4
	(ii)Analyze the scope of HR policies. (8)	BTL 4
5	Discuss about the key elements for successful predictors. (16)	BTL 5
6	(i)Evaluate the various steps in recruitment and selection process? (8)	BTL 6
	(ii) Evaluate the barriers to effective selection? (8)	BTL 6
7	What are the internal and external sources of recruitment? Also state their merits and demerits. (16)	BTL 1
8	(i) Can you explain Pre-employment Testing? (8)	BTL 2



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	(ii) Outline the factors affecting recruitment.	(8)	BTL 2
9	(i)What approach would you use to avoid hiring mistakes?	(8)	BTL 3
	(ii)What facts would you select to show your understanding on the types of Human Resource Planning?	(8)	BTL 3
10	Categorize the various types of tests in selection process.	(16)	BTL 4
11	(i)How would you describe job analysis?	(8)	BTL 1
	(ii)What are the factors that affect selection process?	(8)	BTL 1
12	(i)Describe the differences one may encounter when recruiting globally.	(8)	BTL 2
	(ii)Classify the Human Resource Policies.	(8)	BTL 2
13	(i)Analyze the steps for effective interviewing.	(8)	BTL 4
	(ii)Categorize the process of Job analysis.	(8)	BTL 4
14	What is HR policy? Why do organizations need to adopt HR policies?	(16)	BTL 1



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Q.No	Unit - III - Part - A – Questions	Level
1	What are the functions of mentor?	BTL 1
2	Compare career development and employee development.	BTL 2
3	How would you show your understanding of job rotation?	BTL 3
4	Analyze why employee resist training.	BTL 4
5	“Self development can be achieved by self interest” commit on this statement?	BTL 5
6	What is your opinion of sensitivity training?	BTL 6
7	Define socialization.	BTL 1
8	Explain why employee training is important.	BTL 2
9	Develop the methods and criteria involved in evaluating training programs.	BTL 3
10	Categorize the requirements for effective training.	BTL 4
11	List the three stages of employee socialization.	BTL 5
12	Interpret the focus of careers for both organizations and individuals.	BTL 6
13	Discuss the term organizational development and the role of the change agent.	BTL 1
14	Differentiate training and development.	BTL 2
15	Identify the five traditional stages involved in a career.	BTL 3
16	Examine the issues critical to international training and development.	BTL 4
17	Define mentoring.	BTL 1
18	Compare on-the-job and off-the-job training.	BTL 2
19	What is executive development?	BTL 1
20	Describe the term career.	BTL 1

Q.No	Unit - III - Part - B – Questions	Level
1	(i)What is meant by socialization? Explain the types of socialization programmes. (8)	BTL 1
	(ii)Define the process and importance of Socialization. (8)	BTL 1
2	(i)Can you explain On-the Job methods of training? (8)	BTL 2
	(ii)Explain Off-the Job methods of training? (8)	BTL 2
3	Identify the various steps involved in international training process? (16)	BTL 3
4	(i)List the steps involved in training process. (8)	BTL 4
	(ii)Analyze the benefits of training. (8)	BTL 4
5	What conclusions can you draw from organizational development? (16)	BTL 5
6	How would you evaluate the training and development effectiveness? (16)	BTL 6
7	(i)What are the traditional career stages? (8)	BTL 1
	(ii)What are the early career difficulties? (8)	BTL 1
8	(i)Compare training and development. (8)	BTL 2
	(ii)Outline the Organizational Development methods and techniques. (8)	BTL 2
9	How would you understand the focus of career development for both	BTL 3



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	organizations and individuals? (16)	
10	Examine the various guidelines for improving effectiveness of training. (16)	BTL 4
11	What is the purpose of new- employee orientation? (16)	BTL 1
12	Outline the suggestions that enhance you manage your career more effective. (16)	BTL 2
13	(i)Analyze how mentor/protégés relationships can be developed. (8)	BTL 4
	(ii)Examine the qualities of successful mentor-protégé relationships. (8)	BTL 4
14	(i)How would you explain the process of Mentoring? (8)	BTL 1
	(ii)List and explain the classification of Mentoring Programmes? (8)	BTL 1



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Q.No	Unit - IV - Part - A – Questions	Level
1	What is meant by appraisal process?	BTL 1
2	Infer how performance appraisals may differ in a global environment?	BTL 2
3	How would you show your understanding on the concept compensation plan?	BTL 3
4	Conclude your understanding on unemployment compensation.	BTL 4
5	Can you elaborate on the reason why executives receive significantly higher salaries than other employees in an organization?	BTL 5
6	What is your opinion of 360-degree appraisal?	BTL 6
7	How would you describe the importance of executive development programmes?	BTL 1
8	Compare Maslow's theory and Herzberg's theory.	BTL 2
9	How would you show your understanding on the goal of compensation administration?	BTL 3
10	Categorize the job evaluation methods.	BTL 4
11	Discuss the concept of critical incident appraisal.	BTL 5
12	Interpret the Halo error.	BTL 6
13	Define MBO.	BTL 1
14	How would you list the absolute standards to appraise the individual employee?	BTL 2
15	How would you show your understanding on motivation?	BTL 3
16	What are the types of rewards?	BTL 4
17	How would you explain job enrichment and job evaluation?	BTL 1
18	Compare financial and non-financial rewards.	BTL 2
19	List the factors that distort appraisal.	BTL 1
20	What is BARS?	BTL 1

Q.No	Unit - IV - Part - B – Questions	Level
1	What is meant by compensation administration? What are the steps taken for executive compensation programs? (16)	BTL 1
2	Classify the different theories of motivation. (16)	BTL 2
3	(i)How would you show your understanding on the various factors that can distort appraisals? (8)	BTL 3
	(ii)Develop McClelland's Need theory. (8)	BTL 3
4	(i)Conclude your understanding on the categories of employee benefits. (8)	BTL 4
	(ii)Analyze any two theories in motivation? (8)	BTL 4
5	(i)Evaluate the traditional/past-oriented methods used in appraising the employees' performance. (8)	BTL 5
	(ii)Discuss the Modern/future-oriented methods used in appraising the employees' performance. (8)	BTL 5
6	(i)What conclusion can you draw from the different types of rewards? (8)	BTL 6
	(ii) What is your opinion about the compensation in a global environment? (8)	BTL 6



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7	How would you describe Maslow's theory of motivation?	(16)	BTL 1
8	What can you say about special cases of Compensation?	(16)	BTL 2
9	How would you show your understanding on Herzberg's Two factor theory? (16)		BTL 3
10	(i)How would you classify the job evaluation methods?	(8)	BTL 4
	(ii)Analyze the purpose of employee benefits.	(8)	BTL 4
11	(i)What is meant by motivation? What are the benefits of it?	(8)	BTL 1
	(ii)How would you describe Theory Z?	(8)	BTL 1
12	Compare McGregor's Theory X and Theory Y and also explain its assumptions. (16)		BTL 2
13	What inference can you make from the Government influence on Compensation Administration? (16)		BTL 4
14	(i)List the steps in the appraisal process.	(8)	BTL 1
	(ii)What is the need and importance of appraising the employees?	(8)	BTL 1



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Q.No	Unit - V - Part - A – Questions	Level
1	Define EAP.	BTL1
2	Compare promotion and demotion.	BTL2
3	Identify what companies can do to prevent workplace violence.	BTL3
4	Can you identify why employees join unions.	BTL4
5	What is the theme of demotion?	BTL5
6	How would you evaluate the causes and implications of grievances?	BTL6
7	Define separation.	BTL1
8	How would you compare dismissal and discharge?	BTL2
9	Identify the differences between distributive bargaining and Integrative bargaining.	BTL3
10	What do you think about Occupational safety and health act?	BTL4
11	Can you assess the bases of promotion?	BTL5
12	Interpret the factors to be considered in redressal method?	BTL6
13	List some separation techniques.	BTL1
14	How would you classify transfer?	BTL2
15	How would you show your understanding about the concept stress?	BTL3
16	What do you think about the concept promotion?	BTL4
17	What are the types of transfers?	BTL1
18	Distinguish between transfer and promotion.	BTL2
19	What is meant by grievance?	BTL1
20	List out the purpose of transfer.	BTL1

Q.No	Unit - V - Part - B – Questions	Level
1	What is meant by labor management? Explain its importance in present day corporate organizations? (16)	BTL 1
2	(i) Explain in detail the grievance redressal methods. (8)	BTL 2
	(ii) How will you explain the Occupational Safety and Health Act's top ten violations? (8)	BTL 2
3	How would you show your understanding about stress? (16)	BTL 3
4	Analyze how EAPs and wellness programs help an organization control rising medical costs. (16)	BTL 4
5	Discuss the concept of occupational safety and health act along with its various issues. (16)	BTL 5
6	How will you evaluate the problems caused by demotion also explain the reasons for demotion. (16)	BTL 6
7	(i) Define the following terms: (a) Promotion (b) Demotion (8)	BTL 1
	(ii) What is Transfer and Separation? (8)	BTL 1
8	(i) Explain the nature and purpose of transfer. (8)	BTL 2
	(ii) How would you classify the types of transfer? (8)	BTL 2
9	Identify the various causes and implications of grievances. (16)	BTL 3
10	(i) Can you list the methods of Separation and explain it in detail. (8)	BTL 4
	(ii) Analyze the implications/effects of job change. (8)	BTL 4
11	What is a Union and why employees join union? (16)	BTL 1
12	(i) Explain the common causes and symptoms of stress. (8)	BTL 2
	(ii) How will you reduce stress? Discuss. (8)	BTL 2



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13	(i)Examine the grievance redressal procedure.	(8)	BTL 4
	(ii)Analyze the advantages and disadvantages of grievance redressal procedure.	(8)	BTL 4
14	(i)How would you describe the bases of promotion?	(8)	BTL 1
	(ii)What are the benefits of promotion and the problems in promotion?	(8)	BTL 1