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M.P. Birla Institute LIBRARY Bengaluru

Reg. No. | | | | | | | | |

II Semester M.B.A. (Day & Evening) Degree Examination
November/December - 2025
MANAGEMENT
Managing Human Resources
(CBCS Scheme 2019 Onwards)
Paper : 2.5

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any Five questions from the following. Each question carries 5 marks. (5×5=25)

1. Define Human Resource Management (HRM) and explain its objectives.
2. What is Training Need Analysis (TNA) and why is it important for organizations?
3. What are Career Anchors? How do they influence career development?
4. Explain kolb's model of learning style of individuals.
5. Explain significance of HRIS.
6. What is employee Attrition? Explain the strategies in managing Attrition with examples.
7. Define International Human Resource Management (IHRM) and mention two challenges in managing expatriates.

SECTION - B

Answer any Three questions from the following. Each question carries 10 marks. (3×10=30)

8. Explain different employee selection techniques in companies. Discuss its advantages and disadvantages.
9. Explain the process of designing and evaluating a training program, including key methods of employee development.
10. Describe the determinants of compensation strategy and analyze how performance based pay impacts motivation.
11. Examine the issues and challenges in performance and employee relations management in today's modern organizations.

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SECTION - C

12. Compulsory Case Study. **(1×15=15)**

Nexa Tech Solutions, a mid-sized IT services firm in Bengaluru, has grown rapidly in five years. However, it is now facing a high employee turnover-especially among software engineers with 2-4 years of experience Despite offering competitive salaries, employees often leave for startups offering flexible work, skill development opportunities, and visible career paths.

HR Challenge:

* Employees cite lack of recognition, limited training, and unclear career progression as reasons for exit.
* Exit interviews reveal that mid-level managers lack coaching skills.
* The HR department has strong administrative capabilities but weak analytics and HR metrics for predicting attrition.

a) What HRM issues are evident in this case?

b) How can Training and Development and Career Management help in reducing attrition?

c) Suggest a Compensation and Performance Management system that could improve employee motivation.

d) What steps can HR take to strengthen employee relations and create a positive work environment?

e) If NexaTech expands globally, what IHRM strategies should it adopt to retain and manage talent?