

- 12.a) Prepare a Job Description and Job Specification for a “Sales Executive
(OR)
b) Describe the selection procedure in an organization and its significance.
- 13.a) A sales team is underperforming due to lack of product knowledge. Suggest a training plan to improve their performance.
(OR)
b) Explain how performance evaluation and follow-up training enhance the effectiveness of training programs.
- 14.a) Illustrate the stages of career development with suitable examples from an organisation.
(OR)
b) Demonstrate how transfers can be used as a tool for manpower planning and employee development.
- 15.a) Illustrate any two performance appraisal methods suitable for managerial employees with examples.
(OR)
b) Demonstrate how 360-degree appraisal can be used as a tool for merit rating in organisations.

SECTION – C**(5 X 8 = 40 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. K4 & K5**

16. a) Analyse the objectives, functions, and activities of Human Resource Management in modern organisations
(OR)
b) Evaluate the evolution of Human Resource Management and analyse the impact of environmental factors on HRM practices
- 17.a) Analyse the recruitment lifecycle and examine the various sources and methods of recruitment adopted by organisations.
(OR)
b) Evaluate the importance of job evaluation and employee socialisation in building a competent and committed workforce.
18. a) Analyze the challenges in implementing a training program for a geographically dispersed workforce and suggest solutions.
(OR)
b) A company plans to introduce leadership training for mid-level managers. Design a comprehensive training process to ensure measurable improvements.
- 19.a) Analyse the promotion policy and promotion plans adopted in organisations. Identify the major problems faced in promotion decisions.
(OR)
b) Evaluate the impact of demotion and employee separations on organisational performance and employee morale.
- 20.a) Analyse the various errors in performance appraisal and examine the methods used to improve the effectiveness of performance appraisal systems.
(OR)
b) Examine the importance and scope of HR audit in evaluating the effectiveness of HRM practices in an organisation.
