



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION AUTONOMOUS

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END SEMESTER EXAMINATION – AUGUST 2025

MANAGEMENT- II SEMESTER MBA

24MBA24 – HUMAN CAPITAL MANAGEMENT

Time: 3 Hours

Max. Marks: 70

Instruction: Answer should be written completely in English.

SECTION – A

Answer any FIVE questions. Each question carries FIVE marks.

(5x5=25)

1. Describe recent trends in HRM.
2. Analyse the changing concept of HRM in India.
3. Explain the concept of Career Development. Discuss the factors affecting career choice.
4. Explain nature and significance of training.
5. Discuss the role of technology in training of employees in organization.
6. Briefly discuss the rights of employees in the workplace.
7. How organization strategies are closely linked to HR strategies?

SECTION – B

Answer any THREE questions. Each question carries TEN marks.

(3x10=30)

8. Explain in detail how important the role of HR Manager in achieving organisational goals.
9. What is selection? Discuss the process of selection.
10. Define HRP. Explain the HRP process.
11. Discuss the methods of management development programs.



SECTION – C

12. Compulsory question (Case study). The question carries FIFTEEN marks. (1x15=15)

Approaching the job of Supervisory Leadership, Peter Gilmore was a capable energetic manager with a Republic Insurance Company. He began his career with Republic some 15 years ago, after graduating with an accounting degree from the night school program at City University. He was personable, well-liked, and bright. Peter worked hard and diligently, regularly putting in 10 -hour days and work on the weekends. Because of his dedication, Peter had been rewarded with ever-increasing responsibilities and promotions. He was now serving effectively as the second-in-command in the Strategic Management Division. Peter once summarized his supervisory philosophy and practice in this way, you know, every time my boss gave me an assignment, I always worked as hard and as fast as I could to complete it perfectly and on time. I expect the same from my subordinates. If I give them something to do, I expect the same from them. It should be done correctly on time. I cannot take time to check up on them or see if they are doing it. Peter's management practices were good to his word. He delegated projects easily and would expect them to get done. When he handed out an assignment, he did not expect to have to deal with it again until the employee brought back the completed task within a reasonable time.

- 1) For this type of supervisory leadership to work successfully, what kind of relationship must Peter Gilmore have with his subordinates? What characteristics must the employees possess?
- 2) What kind of problems, if any, might you expect from this kind of supervision?
- 3) What general kinds of supervisory action should Peter Gilmore be taking?

