

L L NOV 2025

National Law University, Jodhpur
End Term Examination (August – December, 2025)

Semester: UG III

Subject: Human Resource Management

Time: 3 Hours

Marks 100

Instructions:

- a) *The students are required to follow the examination rules.*
- b) *No clarifications will be provided in the examination hall.*
- c) *Attempt any five questions.*
- d) *All questions carry equal marks.*

Q1. There are three units namely Unit A, Unit B and Unit C operating in Sonpuri Textiles Mills in Sonipat, Gujarat. These Units work are interconnected and process is interdependent and Unit B and Unit C's work is dependent on Unit A for completion of work. On 12.11.2025, around 7.30 am, 45 workers of Unit A went on strike. Due to commencement of strike at Unit B and Unit C workers did not get work to do. The Employer and the HR manager refused to consider this situation under layoff. You are tasked to assess the situation and assist the HR Manager on the situation and decide the matter regarding engagement of work of 45 workers. Advice.

Marks20

Q2. Mr. Anand, HR Manager of ABC Corporation, Noida has found that 12 employees and 13 workers have been remaining absent from their duties without stated reasons from 2.10.2025 to 25.10.2025. He instructed his officials to deduct pay for those day's numbers of days and consider it as leave on loss of pay for the month of October, 2025, treat the absence as an act of misconduct and inform the concerned employees. Decide and state whether Mr. Anand's decision is appropriate or not. Give reasons to support your answer.

Marks20

Q3. The participation of Trade Union in any industry or industrial establishment with that of HR Managers is always seen with sense of skepticism. Examine the reasons in the context of workers participation in (i) Worker Director and (ii) Works Committee?

Marks 10+10=20

Q4. Mr. M, the HR Manager of Oil and Gas Company in Pune is authorized to conduct internal recruitment for the post of Senior Manager (E-5) under promotion policy. Mr. M is also concerned about individual employees who have pending disciplinary matters against them. You are assisting Mr. M and you have been tasked to identify at-least four types of selection methods to be engaged in the selection process. Suggest measures to handle individual cases wherein the individual employees have either pending disciplinary matters against them or have been suspended from work on or before the internal recruitment.

Marks20

Q5. Examine the advantages and disadvantages of Artificial Intelligence tools usage in HR functions. Identify atleast four functions to examine the said outcomes.

Marks20

Q6. Write Short Notes on the following:

1. Voluntary Retirement Scheme
2. 360 degree performance assessment.

Marks10+10=20

