

2101210

MASTER OF VOCATION

Entrepreneurship

Subject: Managing Human Resources Management in Start-Ups

Subject Code: MHR902

Semester: Third

January 2021

Theory (External): 70 Marks

Time: 03 Hours

Instructions to the Students

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

Roll Number

| | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

SECTION –B (ESSAY TYPE QUESTIONS)
(5x10=50 Marks)

- 1 Differentiate between Human resource management for Start-ups and large corporations,
- 2 Discuss the challenges a Start-up faces during implementation of Human resource functions.
- 3 Describe the key objective of HR in SMEs.
- 4 Describe the different determinants of best HR practices in Start-ups.
- 5 Explain the different methods of recruitment which Start-ups can use for hiring human resources.
- 6 What is the importance of leadership for a Start-up?
- 7 Describe the evolution of HR practices in Start-ups.
- 8 Shalini and Varun are the founders of the startup WeNet. WeNet works on developing android based applications for different purposes for finding solutions to the difficulties faced by individuals in different fields. WeNet was started with total of five employees including the two founders. In the coming two years t WeNet aims to establish itself as a full fledge organisation with employee strength between 50 to 80. Shalini and Varun acted as mentor to the three other employees and these three served as mentors for the new hired employees. WeNet has adopted this mentorship policy and aims to adhere to it in the coming years.
Q.1. If you are hired in WeNet to consider the Human resource functions, what are the different aspects you will focus on?
Q2. How is Mentor Mentee relationship a part of Human resource management?

==END OF PAPER==

SECTION –A (SHORT/OBJECTIVE TYPE QUESTIONS)
(10x2=20 Marks)

- A Define Human resource management.
- B What is Job Analysis?
- C State the different stages of growth of a Start-up.
- D What is recruitment?
- E State the steps of Performance Management in a Start-up.
- F Define Talent Management.
- G What are the elements of culture of a Start-up?
- H Differentiate between Training and Development.
- I What is Performance linked compensation?
- J State the ways through which employees can be retained in a Start-up.