

MBHR 3003 R

M.B.A. DEGREE EXAMINATION,
MAY 2026.

Third Semester

Human Resource Management

KNOWLEDGE MANAGEMENT

(2023 Regulation)

Time : Three hours

Maximum : 75 marks

PART A — (5 × 4 = 20 marks)

Answer any FIVE questions.

1. What is a Knowledge Society? What are its main characteristics?
2. How are performance appraisal practices adapted in a KBO?
3. Write your understanding of “Management of Retention”.
4. What are the features of performance management systems in KBOs?

5. Justify the need for Digital Libraries.

6. Outline the dimensions of HRM in a Knowledge-Based Organization.

7. Why is learning orientation important in organizations?

8. Name and describe any two software tools used for knowledge management in HR.

PART B — ($5 \times 8 = 40$ marks)

Answer any FIVE questions.

9. Elucidate the concept and significance of Knowledge-Based Organizations.

10. Discuss the Intellectual Property Rights (IPR) and their importance in KBOs.

11. List and explain the different methods used to reward knowledge in an organization.

12. Describe the mechanisms used for performance management in KBOs.

13. Analyze the uses of knowledge repositories in modern businesses.

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14. Examine the concept of organizational health and its relationship with knowledge management.

15. Discuss the role of HRIS software in managing HR functions in KBOs.

16. How does Artificial Intelligence contribute to knowledge-based operations?

PART C — ($1 \times 15 = 15$ marks)

Answer the following.

17. Case Study (Compulsory)

VishwaTech, a fast-growing digital service provider, wants to transform into a fully knowledge-based organization. They aim to promote innovation, retain talent, and implement effective HRIS systems to enhance productivity.

Questions:

(a) What are the key knowledge technologies you would recommend to VishwaTech for enhancing innovation and retaining talent?

(b) What HRM strategies would you propose to align knowledge innovation with improved employee performance at VishwaTech?

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