(6 Pages) **Reg. No. :** .....

Code No. : 8222 **Sub. Code : PESM 42**

M.A. (CBCS) DEGREE EXAMINATION, APRIL 2022

Fourth Semester

Economics — Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2017 onwards)

Time : Three hours Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. ———— functions are of routine, nature and are entrusted to the personnel department.

   (a) Operative (b) Controlling

   (c) Recruiting (d) Organising

2. ———— is an all-pervasive and the most basic function of management.

   (a) Orgnising (b) Planning

   (c) Training (d) Directing

3. ———— is based on the predictions, human resource requirements are calculated

   (a) Ratio-trend analysis

   (b) Econometric models

   (c) Simplex extrapolation

   (d) Work-study methods

4. Without proper ———— no enterprise can achieve its objectives fully and entirely.

   (a) Capital planning

   (b) Organisational planning

   (c) Recruitment planning

   (d) Manpower planning

5. ———— is a method of human interaction, which involves realistic behaviour in imaginary situations.

   (a) Role planning

   (b) Lecture method

   (c) Conference

   (d) Programmed instruction

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6. In which stage, the worker trying toretain his name so established ————

(a) Experimental stage

(b) Maintenance stage

(c) Formation stage

(d) Decline stage

7. Which pay is given on humanitarian basis ————

(a) Vacations pay (b) Sick leave pay

(c) Severance pay (d) On duty pay

8. Motivation – hygiene theory was proposed in the year ————

(a) 1929 (b) 1939

(c) 1949 (d) 1959

9. In job evaluation procedure common factors are ————

(a) Skill (b) Efforts

(c) Responsibilities (d) All the above

10. ———— means transfer to a post resulting in lower status.

(a) Promotion (b) Demotion

(c) Retirement (d) None of the above

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) What is the role of human resource manager?

Or

(b) Define human resource management.

12. (a) What are the features of human resource planning?

Or

(b) Point out the merits of human resource planning.

13. (a) State the scope of training.

Or

(b) Write a short note on methods of training.

14. (a) What are the different forms of incentives?

Or

(b) Expound Herzberg's motivation – Hygiene theory.

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15. (a) What are the principles of job evaluation?

Or

(b) List out the purposes of transfer.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Explain the qualities and qualifications necessary for a personal manager.

Or

(b) Describe the objectives of human resource management.

17. (a) Discuss the factors that affect human resource planning.

Or

(b) Enumerate the various steps involved in human resource planning.

18. (a) Elaborate the techniques of training.

Or

(b) Elucidate the importance of self – development.

19. (a) Describe briefly the various welfare and recreational facilities offered to employees.

Or

(b) Discuss Maslow's hierarchy of needs.

20. (a) Critically examine the various methods of job evaluation.

Or

(b) Explain the bases of promotion.

———————

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