

18. (a) Explain the essential ingredients of a good system of wage payment.

Or

- (b) Discuss some of the time based incentive plans with their relative merits and demerits.

19. (a) State circumstances under which spiritual activities will be considered as industries. Explain your answer with illustration.

Or

- (b) Discuss the duties and liabilities of a grade union.

20. (a) Explain in detail the procedure to be followed for initiating disciplinary action against an employee.

Or

- (b) State the major advantages that accrue on account of workers participation in management.
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Reg. No. : .....

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M.B.A. (CBCS) DEGREE EXAMINATION,  
APRIL 2012.

Second Semester

Business Administration

**HUMAN RESOURCE MANAGEMENT**

(For those who joined in July 2008 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL the questions.

1. Write a note on job description.
2. What is meant by job specification?
3. What is job rotation?
4. What is meant by case study?
5. What are perquisites?
6. What are incentives?

7. Define collective bargaining.
8. State the objectives of collective bargaining.
9. Differentiate discharge from dismissal.
10. Define grievance.

PART B — (5 × 5 = 25 marks)

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

11. (a) Is HRM a profession? Explain.

Or

- (b) State the objectives of job evaluation.

12. (a) Explain the need for training.

Or

- (b) Explain the advantages of performance appraisal.

13. (a) Why do pay differences arise?

Or

- (b) Explain the factors that influence executive compensation.

14. (a) Explain the need for a trade union.

Or

- (b) State the importance of collective bargaining.

15. (a) Distinguish positive discipline from negative discipline.

Or

- (b) Explain the "Red Hot Stove Rule" in the context of employee discipline.

PART C — (5 × 8 = 40 marks)

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

16. (a) Explain the characteristics of HRM.

Or

- (b) What are the limitations of HR planning? Suggest remedies.

17. (a) Discuss the various traditional performance appraisal methods which are in vogue in Indian Organizations. What are the limitations of these methods?

Or

- (b) What is forced choice system of performance appraisal? What are the objections raised against this method?