

(6 pages)

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Code No. : 12685

Sub. Code : GMBA 63

B.B.A. (CBCS) DEGREE EXAMINATION, APRIL 2016.

Sixth Semester

Business Administration – Main

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2012 and afterwards)

Time : Three hours

Maximum : 75 marks

SECTION A — (10 × 1 = 10 marks)

Answer ALL questions.

Each question carries 1 mark.

Choose the correct answer :

1. _____ are heterogeneous, dynamic and have immense potential
- (a) Production resources
 - (b) Financial resources
 - (c) Human resources
 - (d) None of the above

2. Human Resource Management is a _____ function and a line responsibility.
- (a) Line
 - (b) Staff
 - (c) Line and Staff
 - (d) None of the above
3. A logical sequence to job analysis relates to
- (a) Job Design
 - (b) Job Evaluation
 - (c) Job Description
 - (d) None of the above
4. This is the process of locating potential candidate for selection
- (a) Interview
 - (b) Recruitment
 - (c) Placement
 - (d) None of the above
5. This is the process of increasing knowledge and skill for a specific job
- (a) Training
 - (b) Development
 - (c) Induction
 - (d) None of the above
6. It refers to rate of change in the labour force of an organization.
- (a) Absenteeism
 - (b) Labour turnover
 - (c) Demotion
 - (d) None of the above

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7. The basic objective of _____ is to develop and maintain mutual understanding and cooperation between the employer and employees.
- (a) industrial unrest (b) industrial dispute
(c) industrial relation (d) none of the above
8. Conciliation and adjudication are the methods used to settle _____
- (a) Labour disputes
(b) Industrial disputes
(c) Human disputes
(d) None of the above
9. The first person to handle the grievances in the organization.
- (a) Arbitrator (b) Supervisor
(c) Union leader (d) None of the above
10. An organizational atmosphere in which subordinates willingly abide by rules which they consider fair.
- (a) Positive discipline
(b) Negative discipline
(c) Punitive discipline
(d) None of the above

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SECTION B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).
Each answer should not exceed 250 words.

11. (a) What are the functions of a personnel manager in an industry?

Or

- (b) Explain the merits of line organization.

12. (a) What are the benefits of Human Resource Planning?

Or

- (b) What are the different techniques of selection followed by a Personnel Manager?

13. (a) What are the essentials of sound promotion policy?

Or

- (b) What are the advantages of wage incentives?

14. (a) State the impact of technological change on industrial relations.

Or

- (b) What are the different forms that a strike can take?

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[P.T.O.]



15. (a) What are the necessary conditions for effective collective bargaining?

Or

- (b) What are the causes of indiscipline in the Indian industries?

SECTION C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b)
Each answer should not exceed 600 words.

16. (a) Discuss the operative functions of Human Resource Management.

Or

- (b) Explain the role of personnel manager in an organization.

17. (a) Explain the process of Human Resource Planning.

Or

- (b) Explain various sources of recruitment with relative merits and demerits.

18. (a) Discuss the different methods of Training.

Or

- (b) Describe in detail the process of performance appraisal.

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19. (a) Explain the measures to be taken for improving the industrial relations.

Or

- (b) What are the procedures provided by the Industrial Disputes Act, 1947 to deal with disputes?

20. (a) Explain the status of workers' participation in Indian industry.

Or

- (b) Describe the grievance procedure machinery prescribed by law in India.
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