

(6 pages)

Reg. No. :

Code No. : 8823

Sub. Code : PESM 42

M.A. (CBCS) DEGREE EXAMINATION, APRIL 2019.

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. Human resources are

- (a) Hetrogeneous
- (b) Homogeneous
- (c) Both
- (d) None of the above

2. Global factors impacting human resource management

- (a) population trends
- (b) micro factors
- (c) macro factors
- (d) internationalization and crises

3. ——— is the process of forecasting an organizations future demand for and supply of, the right type of people in the right number.

- (a) HR planning
- (b) Recruitments
- (c) HRM
- (d) Human capital management

4. Which of these is the most important external factor governing recruitments?

- (a) sons of soil
- (b) labour market
- (c) unemployment rate
- (d) supply and demand

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5. The poor quality of selection will mean extra cost on _____ and supervision.
(a) Training (b) Recruitment
(c) Work quality (d) None of the above
6. _____ refers to the learning opportunities designed to help employees grow.
(a) Training (b) Development
(c) Education (d) All of the above
7. Which of the following is a content theory?
(a) Expectancy theory (b) ERG theory
(c) Equity theory (d) None of the above
8. Compensation can be _____ benefits.
(a) Monetary (b) Non-monetary
(c) Both (d) None of the above
9. The transfer which facilitate the employees in acquiring a wide variety of skills is known as
(a) Displacement transfer
(b) Versatility transfer
(c) Shift transfer
(d) Remedial transfer

10. Which of the following is not a reason for the involuntary separation of employees?
(a) Employee health problems
(b) Employee indiscipline problem
(c) Organizational problems
(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 are the scope of human resource management?

Or
(b) Briefly outline the duties of a HR manager.
12. (a) Define Human Planning. Why is it necessary?

Or
(b) Explain the role of psychological tests in the selection process.



13. (a) Explain the benefits of training from the view point of an enterprise and its employees.

Or

- (b) Write a brief note on knowledge management.

14. (a) Critically examine McGregor's theory of 'X'.

Or

- (b) Outline the essentials of a good wage incentive plan.

15. (a) Explain the importance of performance appraisal in human resource management.

Or

- (b) Distinguish between promotion and demotion.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Describe the nature and functions of human resource management.

Or

- (b) Explain in detail the factors have hindered the progress of human resource management.

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17. (a) Discuss critically the various sources of recruitment for executives.

Or

- (b) "Employee selection is a process of elimination and not an evaluation". Elucidate.

18. (a) Enumerate the need for executive development in modern business environment.

Or

- (b) Briefly explain the various methods of training.

19. (a) Illustrate Maslow's need hierarchy theory.

Or

- (b) Discuss the various importance of compensation plan.

20. (a) Explain the ingredients of a scientific promotion policy.

Or

- (b) "Accurate appraisal of performance is very difficult". In the light of this statement discuss the problems in performance appraisal.

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