

(6 Pages)

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M.A. (CBCS) DEGREE EXAMINATION, APRIL 2021.

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. Personnel objectives of HRM is
 - (a) Compensation
 - (b) Direction
 - (c) Taxation
 - (d) Planning
2. Which is a continue process of HRM?
 - (a) Pricing
 - (b) Recruitment
 - (c) Negative
 - (d) Approach

3. Human resources planning includes
- (a) Campus recruitment
 - (b) Rating
 - (c) Advance
 - (d) Option
4. Recruitment (or) man power selection process is the first step in the employment of ———.
- (a) Labour (b) Management
 - (c) Both (d) None of the above
5. Safety training is
- (a) To minimise accidents and damage to machinery
 - (b) To increase the knowledge and skills
 - (c) To overcome the shortcoming
 - (d) None of the above
6. ——— is widely used for human relations and leadership training.
- (a) Business games (b) Role playing
 - (c) Case study method (d) Job rotation

7. 'Y' theory is
- (a) Pessimistic approach
 - (b) Optimistic approach
 - (c) Close supervision
 - (d) Lack creativity
8. Compensation can be ———— benefits.
- (a) Monetary (b) Non-monetary
 - (c) Both (d) None of the above
9. The technique that have been used to evaluate an employee in comparison with other employees.
- (a) Ranking
 - (b) Forced choice
 - (c) Essay Evaluation
 - (d) Critical incident technique
10. The job redesign includes
- (a) Provide task closure
 - (b) Person
 - (c) System
 - (d) Casting

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) Explain the special attributes to be possessed by a human resource manager.

Or

- (b) Indicate the factors have hindered the progress of human resource management.

12. (a) Write the sources of recruitment.

Or

- (b) Distinguish between Selection and Recruitment.

13. (a) List out the importance of training.

Or

- (b) Write a brief note on Knowledge Management.

14. (a) Distinguish theory 'X' from theory 'Y'.

Or

- (b) Narrate the factors considered in deciding the compensation.

15. (a) Outline the essentials of Promotion.

Or

- (b) What should be the features of a sound Performance Appraisal?

PART C — ($5 \times 8 = 40$ marks)

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

Each answer should not exceed 600 words.

16. (a) Discuss the functions of human resource management.

Or

- (b) Briefly outline the responsibility of a human resource manager.

17. (a) Enumerate the process of Selection.

Or

- (b) Explain the guidelines for effective interview.

18. (a) Examine the process of Executive development.

Or

- (b) Describe the methods of training.

19. (a) Critically examine Maslow's Hierarchy of Needs.

Or

- (b) Analyse the objectives of Compensation Management.

20. (a) Briefly discuss the different methods of Performance Appraisal.

Or

- (b) Define Demotion. Under what conditions can it be resorted to?
