

(6 pages)

Reg. No. :

Code No. : 5682

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M.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2017.

Third Semester

Economics

Elective — HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2016 and afterwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Which is not an objective of human resource management?
 - (a) to help the organisation to attain its goals
 - (b) to maintain high morale and good human relations
 - (c) to reduce the quality of work life
 - (d) to enhance job satisfaction.

2. The importance of human resource management in
 - (a) enterprise significance
 - (b) professional significance
 - (c) national significance
 - (d) all the above.
3. Advantage of internal recruitment would include all but
 - (a) better morale of current employees
 - (b) better assessment of abilities of a person
 - (c) cheaper than training a professional
 - (d) have to hire at entry level only.
4. Training programme that involves simply copying someone else's behaviour is
 - (a) Behaviour modification
 - (b) Spaced practice
 - (c) Modelling
 - (d) Active practice.
5. It is a training programme used to induct a new employee into the new social setting of his work
 - (a) job training
 - (b) corrective training
 - (c) induction
 - (d) none of the above.

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6. The process of identifying the sources for prospective candidates and to stimulate them to apply for the jobs
- (a) selection (b) recruitment
(c) placement (d) communication.
7. It is a statement of the minimum acceptable human qualities necessary to perform a job satisfactorily
- (a) job analysis (b) job description
(c) job specification (d) job design.
8. Need-hierarchy theory was propounded by
- (a) Peter F. Drucker (b) Abraham Maslow
(c) Mc. Fraland (d) Elton Mayo.
9. Selection of an appropriate training method depends upon
- (a) the nature of the problem area
(b) level of trainees
(c) availability of competent trainer
(d) all the above.
10. It takes place when an employee moves to a position than the one formerly occupied
- (a) demotion (b) promotion
(c) transfer (d) appointment.

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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 importance of human resource management.
- Or
- (b) Brief the role of human resource manager in an organisation.
12. (a) Define human resource planning and indicate its importance.
- Or
- (b) Explain the sources of recruitment.
13. (a) What do you understand by compensation? Differentiate among direct and indirect financial compensation.
- Or
- (b) Brief the features of motivation.
14. (a) Narrate the advantages of training.
- Or
- (b) What are the process of knowledge management?

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15. (a) What are the objectives of performance appraisal?

Or

- (b) Specify the reasons for promotion and demotion.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 500 words.

16. (a) Analyse the evolution of human resource management.

Or

- (b) Outline the objectives of human resource management.

17. (a) Discuss the steps involved in the selection of employee.

Or

- (b) Analyse the methods of forecasting human resource requirement.

18. (a) Evaluate the Executive Development Programme.

Or

- (b) Discuss the various training methods.

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19. (a) Explain any two theories of motivation.

Or

- (b) Discuss the compensation plans.

20. (a) Analyse the methods of performance evaluation.

Or

- (b) Assess the implications of Job attrition.

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