

II yr - HR.

Reg. No. :

D 2163

Q.P. Code : 107 DMB-HR 501

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2009.

Second Year

Human Resources Management

PERSONNEL MANAGEMENT CONCEPTS

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

(5 × 20 = 100)

1. Explain the characteristics and qualities of a personnel manager.
2. Elaborate the aims and objectives of personnel policies.
3. Bringout the special features of personnel audit.
4. Enumerate the methods and tools of personnel research.
5. Discuss the term 'Job Diagnostic Survey'. Explain the salient features of Minnesota Job Description rewards.

6. Explain the advantages of Human Resource Accounting.

7. State the need for executive development in Indian context.

8. What does the term Safety Engineering mean? Explain the factors influencing benefits and services.

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Q.P. Code : [07 DMB-HR 51]

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M.B.A. DEGREE EXAMINATION, DECEMBER 2009.

Second Year

Human Resources Management

**METHODOLOGY OF TRAINING AND
DEVELOPMENT**

Time : Three hours

Maximum : 100 marks

FIVE out of Eight question to be answered.

(5 × 20 = 100)

1. Explain Off-the job training techniques in detail.
2. Discuss the various types of training needs.
3. Write a note on :
 - (a) Promotion
 - (b) Transfer
 - (c) Demotion with examples.
4. List down your suggestions for better training evaluation.

5. Discuss traditional and modern methods of Performance Appraisal.

6. What is a Learning Curve? Explain the components of learning organisation.

7. Explain the different methods of Management Development Programmes.

8. What do you mean by Career Choice? List down the factors affecting it.

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Second Year

Human Resources Management

**HUMAN RESOURCE DEVELOPMENT AND
PLANNING**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

(5 × 20 = 100)

1. Explain the goals and function of human resource development.
2. Elaborate the contextual factors of HRSD.
3. Discuss the basic considerations in performance appraisal.
4. State the major advantages of performance counselling.
5. Bring out the salient features of human capital development.

6. Explain the needs of emotional management. Discuss the various categories of stressors.

7. Elaborate the process of human response development, and state the major advantages of human resource accounting.

8. What does the term 'Quality of work life' mean? Discuss the major functions of quality circles.

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Human Resources Management

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

1. Explain the different kinds of Industrial Conflicts and state the respective remedial actions of them.
2. Bring out the salient features of Trade Union Act.
3. Discuss the term 'splintering of unions'. How to differentiate organised union and unorganised union?
4. Elaborate the various types of industrial disputes and state the ways to prevent them.
5. Enumerate the need and procedure of Payment of Wages Act.

6. Discuss the advantages and pre-requisites of Collective bargaining.

7. Explain the process and strategies of Negotiations.

8. Elaborate the importance of Industrial relations in Turnaround management.

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Q.P. Code : [07 DMBHR 54]

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Second Year

Human Resources Management

COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 100 marks

FIVE out of EIGHT questions to be answered.

(5 × 20 = 100)

1. Bring out the principles and objectives of salary and wage administration. Explain the nature and scope.
2. What do you mean by the term "theory of wages"? Explain them.
3. Distinguish between individual incentive plans with group incentive plan and explain with suitable model of each type.

4. Write an essay on executive compensation packages offered to executive and list their advantages and limitations.

5. List down the salient features of wages and bonus laws.

6. Explain in detail the factors influencing wage and salary administration.

7. Discuss the highlights of national wage policy of India.

8. Elaborately analyse the problems of equity in compensation systems.

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Q.P. Code : [07 DMBHR 55]

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Second Year

Human Resources Management

PERFORMANCE MANAGEMENT SYSTEMS AND STRATEGIES

Time : Three hours

Maximum : 100 marks

FIVE out of Eight questions to be answered.

(5 × 20 = 100)

1. State some common rating errors in performance management.
2. Define performance counselling and discuss various skills required for performance counselling.
3. Enumerate linking reward strategy in performance management.

4. Enumerate strategies for effective performance management system.
5. Define mentoring and explain mentoring programme process.
6. State the various determinants of High performance Teams.
7. State the procedure for conducting 360-degree appraisal.
8. Explain some reward practices adopted on world – class organizations.

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Human Resources Management

ORGANIZATIONAL DEVELOPMENT AND CHANGE

Time : Three hours

Maximum : 100 marks

FIVE out of the Eight questions to be answered.

(5 × 20 = 100 marks)

1. Why people resist changing? Discuss some strategies to overcome the resistance to change.
2. State the benefits of OD.
3. Define OD Interventions and describe about Individual Focused Interventions.
4. How do you measure the quality of Work Life?
5. Describe the steps in process consultation.

6. Explain the process of Team Building.

7. Enumerate career planning process in detail.

8. In present situation how politics interfere in the organisation development. As a HR manager how will you tackle the situation?
