

Reg. No. :

D 1593

Q.P. Code : [07 DMB - HR 50]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resources Management

PERSONNEL MANAGEMENT CONCEPTS

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

(5 × 20 = 100)

1. Describe the characteristics and qualities of a personnel manager.
2. Discuss the role of personnel manager in this competitive environment.
3. Highlight the different types of personnel policies.
4. Explain the various methods and tools of personnel research.
5. Define recruitment. Explain the various sources of recruitment.

6. Discuss the procedure and process of selection.
 7. What are the various methods of performance appraisal?
 8. Outline the guidelines for designing of effective incentive plans.
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Reg. No. :

D 1594

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resources Management

**METHODOLOGY OF TRAINING AND
DEVELOPMENT**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Explain the principles and different methods of training.
2. Discuss the role of Management Development Programme on Organizational Development.
3. Define learning organization. Enumerate the steps to develop a learning organization.

4. Describe the different methods of performance appraisal.
 5. Elaborate the steps in career planning process.
 6. Explain the purpose and steps in training evaluation process.
 7. Write short notes on :
 - (a) Assessment centres
 - (b) Training via Internet
 - (c) Management games
 - (d) Counselling.
 8. Discuss the process of training need assessment.
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Q.P. Code : [07 DMB-HR 52]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resources Management

**HUMAN RESOURCE DEVELOPMENT AND
PLANNING**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

(5 × 20 = 100)

1. Elaborate the need and significance of HRD. Discuss the need and significance of HRSD with suitable examples.
2. Explain the factors involved in role analysis methods. Enlist the objectives and limitations of performance counseling.
3. Describe the advantages of development oriented appraisal system. Explain the various techniques involved in performance appraisal.

4. Enlist the factors affecting a successful potential appraisal. Elaborate the characteristics of human capital management.
 5. Elaborate roles and functions of quality circles. Discuss the practical difficulties involved in performance management.
 6. Write short notes on the followings :
 - (a) Quality of work life
 - (b) Stress Coping Strategies.
 7. Discuss the methods of identifying training needs. Explain the emerging issues in managing emotions. Elaborate the pre-requisites of zero stress.
 8. Deduce the HRD challenges in 21st century. Explain the role of human resource audit in the future of HRD organizations in India.
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Reg. No. :

D 1596

Q.P. Code : [07 DMB-HR 53]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resource Management

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. What is meant by industrial relation? What is their importance? Describe the conceptions for good industrial relations.
2. Do you think industrial conflict is well managed in our system? Why or why not? What social or economic factors have influenced the management of industrial conflict?
3. Explain clearly the machinery provided under the industrial disputes Act, 1947 for the prevention and settlement of industrial disputes.

4. What are the causes of poor industrial relations? What are the effects? Give your suggestions to improve the legislation concerning industrial relation in our country.
 5. Discuss the various types of trade unions. Also explain the problems of trade union.
 6. Discuss the nature, structure and role of collective bargaining. Outline an ideal process of collective bargaining.
 7. What are the main objectives of introducing fringe benefits to workers? List out some of the common fringe benefits obtaining in India industries. Give a rough estimate of their impact on labour cost.
 8. Write a brief note on employers organization of India.
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Reg. No. :

D 1597

Q.P. Code : [07 DMB-HR 54]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, NOVEMBER 2013.

Second Year

Human Resource Management

COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Define the term wage and salary and explain the types of wages in detail.
2. Write short notes on :
 - (a) Inter industry
 - (b) Intra industry
 - (c) Internal equity
 - (d) External equity.

3. Explain in detail the different types of incentives and its objectives.
 4. State the various methods of compensating cost of living neutralization factors.
 5. State the impact of fifth pay scale on central and state government.
 6. Write short notes on :
 - (a) Pay for performance
 - (b) Pay by seniority
 - (c) Gain sharing
 - (d) Group piece rate.
 7. State the laws relating to workmen's compensation and what are its advantages and disadvantages.
 8. What do you mean by :
 - (a) Incentives
 - (b) Retirement plans
 - (c) Basic pay
 - (d) Provisions for dearness allowance.
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Reg. No. :

D 1598

Q.P. Code : [07 DMB-HR 55]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resource Management

**PERFORMANCE MANAGEMENT SYSTEM AND
STRATEGIES**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. What is performance appraisal and what are the errors and biases in performance appraisal?
2. Write short notes on
 - (a) PFM system
 - (b) PFM Theater
 - (c) Pillars of PFM theatre
 - (d) Process of PFM

3. Define performance counseling. What is it, what to do and what not to do?
 4. Write short notes on
 - (a) Job employee benefits
 - (b) Discretionary major employee benefits
 - (c) Health care
 - (d) Long term care.
 5. What is stocktaking potential and what are the impact of stock taking potential?
 6. What do you mean by strategic reward management and list out the advantages and disadvantages of strategic reward management.
 7. Define the term 360 degree feedback and how it helps the performance management system and assessment development centres.
 8. Write any four traditional methods of a performance methods.
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Reg. No. :

D 1599

Q.P. Code : [07 DMB-HR 56]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2013.

Second Year

Human Resource Management

ORGANIZATIONAL DEVELOPMENT AND CHANGE

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Explain in detail.
 - (a) The major theories of OD
 - (b) Any one techno structural intervention process.
2. "Training is an intervention tool" – Elucidate.
3. Explain how socio-technical system analysis, work design and re-engineering facilitate the organisational re-structuring process.

4. Discuss about the advantages and disadvantages engaging external change agent.
 5. Explain the OD process, and approach and highlights its need in an organisation.
 6. Illustrate Kurt Lewin's three steps in change model with appropriate examples. Highlight the limitations of this model.
 7. Effective communication is an important variable in implement OD programme – Explain.
 8. How to manage work teams in an organisation? Explain with example.
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