

Reg. No. :

D 2582

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

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resources Management

ORGANISATIONAL DEVELOPMENT AND CHANGE

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Discuss the historic development of OD.
2. What is change? Explain the significance and change process in detail.
3. Describe some of the interventions which are essential for managing change, with relevant examples.
4. Explain the assessment of OD and change in organizational performance.

5. What are the individual behaviour changes and organisational performance changes?
 6. Explain the Kurt Lewin's model of organizational change.
 7. What are the operational components of OD?
 8. What is conflict? Distinguish between inter-group and intra-group conflicts.
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Reg. No. :

D 2581

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

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resources Management

**PERFORMANCE MANAGEMENT SYSTEMS AND
STRATEGIES**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Define Performance Management. Describe the concept, advantages, disadvantages of different Performance Appraisal Methods.
2. Discuss the steps in Job Analysis process.
3. Enumerate the process of building and leading high performance teams in an organisation.
4. Define Assessment Centres. Elaborate the steps in Change Management.

5. Define performance counseling. Examine the do's and don't's in Performance Counseling.
 6. Explain the various compensation plan for Top level executives.
 7. What is pfm? Elaborate the concept and application of pfm.
 8. "360" Degree Feedback system is not successful – Justify.
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Reg. No. :

D 2580

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

M.B.A. DEGREE EXAMINATION, MAY 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. Explain the different types of wages and its various theories.
2. Discuss about obtaining commitment for improving competitiveness. Explain the internal and external equity in compensation systems.
3. Explain various organization wide incentives.
4. Discuss the various types of fringe benefits.
5. Explain the calculation of total compensation package and various methods of compensating cost of living neutralization factors.

6. Explain the law of gratuity and maternity relief.
 7. Explain the law of provident fund and payment of wages.
 8. Discuss the equal remuneration act and scope of bonus act.
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Reg. No. :

D 2579

Q.P. Code : [07 DMBHR 53]

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

Second Year

Human Resources Management

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Discuss the scope, importance and Development of IR system in India.
2. State the functions, of problems of Trade unions and how to measure the strengthen of Trade unions.
3. What is the Role of state and politics of mobilization and how to overcome the issues arising there off?

4. What are the different types of Industrial Disputes and how the settlements takes place in a different way?
 5. Write short notes on
 - (a) Joint consultative machineries
 - (b) Workers participation in management.
 6. Explain
 - (a) Quality of work-life and quality circles
 - (b) Worker Empowerment.
 7. In the current economic scenario how Labour Laws helps in the context of structural changes and Industrial Relations.
 8. State the implications for labour force, ILO, AFL-CIO as response to Internationalization and Global Markets.
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Reg. No. :

D 2578

Q.P. Code : [07 DMB-HR 52]

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resource Management

**HUMAN RESOURCE DEVELOPMENT AND
PLANNING**

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Analysis the Need for Executive development programe. Do you think the systems of Executive development programes now followed in Indian Industry are adequate?
2. Explain the objectives and functions of Training development.
3. Explain the different types of Employee appraisal system.

4. Describe the principle methods used in management development programmes conducted out of the workplace of managers.
 5. Write notes on
 - (a) Role Play
 - (b) Brain Storming
 - (c) Contribution Training
 - (d) Productivity Councils.
 6. Give an account of the Managerial Skill to be possessed by the Executives.
 7. Discuss the scope, relevance and Importance of HRD in a Modern organization.
 8. Critically analysis how management development programmes differ from training programe.
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Reg. No. :

D 2577

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 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. What are the problems an HR manager may face while planning and implementation of training programme?
2. Differentiate management development and organizational development. Explain the needs and importance of organizational development.

3. What is the need of learning organization? Explain the steps involved in building learning organization?
4. Discuss various traditional methods of performance appraisal. State the requirements of an effective performance appraisals system.
5. Discuss the roles of individual, manager and the organisation in individual's career development.
6. How can the training programme be evaluated? Why?
7. Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance - Discuss.
8. How to determine the contents of a training programme? Draw a sketch of motivational training to supervisors of a medium size firm.

Reg. No. :

D 2576

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

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resources Management

PERSONNEL MANAGEMENT CONCEPTS

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

Answer questions carry equal marks.

(5 × 20 = 100)

1. Explain the Various types of Management. How it is helpful to the organisation?
2. What are the different types of personnel policies? Explain the procedures and programmes.
3. Bring out the need, criteria and techniques of evaluation of training results.
4. Explain whether and how the effectiveness of a training programme can be evaluated.

5. Discuss the main steps in the Process of Human Capital Management and Human Resource Accounting.
 6. What are the objectives of Wage and Salary administration?
 7. Write the Consideration in preparing wage administration structure with example.
 8. What are the Components of wage payment? What is the rationale for incentives in wage structure?
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