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Question Paper Code : S1010

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2016.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulations 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Mention the operative functions of Human Resource Management.
2. State the importance of Human Resource Management.
3. Define human resource planning.
4. What is medical examination?
5. What is training with in industry?
6. What is self development?
7. What is Reward?
8. Explain Career Management.
9. Define Transfer.
10. What is a Grievance?

PART B — (5 × 16 = 80 marks)

11. (a) "There are two sets of Human Resource Management functions—managerial and operative". Discuss these functions.

Or

- (b) Bring out the role of Human Resource Management in Strategic Management.

12. (a) Explain the relative merits and demerits of the internal and external sources of recruitment.

Or

- (b) Explain the types of psychological tests used in selection in industries.
13. (a) What is training? Differentiate it from Development. Explain the need and basic purpose of training.

Or

- (b) Discuss the executive development programmes.
14. (a) Critically examine the need hierarchy theory of motivation.

Or

- (b) Discuss the various compensation plans.
15. (a) What is meant by promotion? Justify the need for employee promotion. Distinguish promotion from transfer.

Or

- (b) What are the elements of an effective grievance redressal system? Why it is necessary?
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Question Paper Code : 80010

M.B.A. DEGREE EXAMINATION, AUGUST 2015.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulations 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What are the distinct qualities of a good HR Manager?
2. Differentiate traditional personnel management and modern HRM concept.
3. Explain job specifications and job descriptions.
4. What are scrutiny and screening in selection?
5. What is induction training?
6. What is knowledge management?
7. What is mentoring?
8. What is productivity-linked compensation?
9. What is 'forced distribution' method of performance appraisal?
10. Differentiate grievance and complaints.

PART B — (5 × 16 = 80 marks)

11. (a) Discuss the evolution of HRM.

Or

- (b) Discuss the importance of human factor in the modern workplaces.

12. (a) Discuss the steps involved in human resource planning (HRP). What are the strategic natures of HRP?

Or

- (b) Discuss the various types of selection tests and interviews.

13. (a) Discuss the various methods of training.

Or

- (b) Discuss the importance and process of knowledge management.

14. (a) Discuss the relevance of Maslow's Need Hierarchical theory to motivate the modern employees.

Or

- (b) Discuss the various strategies for an effective career management.

15. (a) Explain the process of performance appraisal.

Or

- (b) Throw a debate for and against seniority vs. merit based promotion.
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Question Paper Code : 22012

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2015.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — ($10 \times 2 = 20$ marks)

1. State any four operational functions of HRM.
2. Define the applications of computer in HRM.
3. Define tests.
4. What is medical examination?
5. What is reaction level evaluation of training?
6. Define executive development programmes?
7. What is reward?
8. Define protégé relationships.
9. What is an industrial practice?
10. What is Grievances?

PART B — ($5 \times 16 = 80$ marks)

11. (a) What are the qualities and qualifications of a human resource manager?
Or
(b) Why human resource are important for economic development?
12. (a) What are the various sources of recruitment? Discuss their relative merits and demerits.
Or
(b) "Selction is a substitute for socialisation" Do you agree or disagree? Discuss.

13. (a) How will you evaluate the effectiveness of an self development programme? If it is not effective, What steps will you take to make it effective?

Or

- (b) Briefly Discuss the functions of knowledge management.

14. (a) Describe the various compensation plans.

Or

- (b) Discuss the functions of Expectancy model.

15. (a) Define demotion. Explain why it is needed.

Or

- (b) Why is it necessary to make an employee move from one job to another with in the organisation?
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Question Paper Code : 46010

M.B.A. DEGREE EXAMINATION, AUGUST 2014

Second Semester

DBA 1653 – HUMAN RESOURCE MANAGEMENT

(Regulations 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — ($10 \times 2 = 20$ marks)

1. What are the objectives of the human resources management?
2. What are the roles of human resources management in service industries?
3. Define human resource planning
4. Define screening
5. What are the benefits of training?
6. What is knowledge management?
7. Explain any two theories of motivation with suitable example
8. Define career management
9. What is demotion?
10. Define control process

PART B — ($5 \times 16 = 80$ marks)

11. (a) Define the function of HRM in detail.

Or

- (b) Briefly explain the importance of human Factor, in HRM.

12. (a) Define recruitment. Explain the sources of recruitment.

Or

- (b) Difference between recruitment, selection and also explain the process of selection.

13. (a) What are the types of training? Discuss its merits and Demerits.

Or

- (b) Explain the steps involved in conducting a training programme in a systematic way?

14. (a) Define reward, briefly discuss the types of reward.

Or

- (b) Write a note on different stages in the career and list out the career development strategies followed by any five leading Indian companies.

15. (a) What do you understand by performance evaluation? Explain the methods of performance evaluation.

Or

- (b) If you were responsible for controlling activities for your management which methods would you use? Which control system would you avoid? Why?

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Question Paper Code : 96010

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2014.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulations 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What are the qualities that a HR Manager should possess in order to perform his job effectively?
2. What are the various environmental factors which affect HR Management Practices?
3. What is meant by human resource planning?
4. Write short note on Thematic Appreciation Test?
5. Briefly explain the two types of knowledge.
6. What do you mean by Executive Development Programme?
7. What is career management?
8. What is meant by morale?
9. What is meant by promotion?
10. What do you mean by grievance redressal procedure?

PART B — (5 × 16 = 80 marks)

11. (a) "Human resource management practices are culture bound". Discuss this statement and show how different cultures adopt different human resource management practices?

Or

- (b) "Human resource policies are guidepost to human resource management function". Explain this statement.

12. (a) Why has there been an increased emphasis on human resource planning? Illustrate with examples the process of human resource planning at enterprise level.

Or

- (b) Discuss the steps involved in recruitment process? How will you reconcile the internal and external sources of recruitment?
13. (a) How will you identify the training needs of an manufacturing organization? Explain few important training methods.

Or

- (b) How will you evaluate the effectiveness of an executive development programme? If it is not effective, what steps will you take to make it effective?
14. (a) What is compensation plan? Discuss the factors that should be taken into consideration while formulating an effective compensation plan.

Or

- (b) "Money cannot motivate all people under all circumstances". Discuss.
15. (a) What do you meant by 360 degree appraisal? What are the relative merits and demerits of 360 degree appraisal?

Or

- (b) What are the causes of employee grievances in an organization? How can such grievances be addressed effectively?
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Question Paper Code : 86010

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

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Explain the objectives of human resource management.
2. "Human resource is old wine in the new bottle" – comment.
3. How is demand for human resource forecast?
4. What are the socialization benefits of HRM?
5. Explain the need for employee training.
6. Define knowledge management.
7. What are the types of reward?
8. Explain the components of remuneration.
9. State the meaning of promotion and its policy.
10. Define feedback interview.

PART B — (5 × 16 = 80 marks)

11. (a) Discuss the role and functions of Human Resource Management.

Or

- (b) What are the policies are adopted in Human Resource Management?

12. (a) Discuss the problems faced in human resource planning .How can these problems can be over come?

Or

- (b) Explain the various stages involved in the selection of candidates for jobs in an organisation.
13. (a) Briefly discuss the steps involved in conducting a training programme in a systematic way.

Or

- (b) Explain Executive development programme. Discuss its suitability in developing middle level managers.
14. (a) What is career delvopment? Explain the stages involved in it.

Or

- (b) Briefly discuss the functions and responsibilities of mentoring.
15. (a) What do you mean by performance appraisal? Discuss the need for performance appraisal.

Or

- (b) Give an account of the complaints and grievances practices followed in Industry.
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Question Paper Code : 86010

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2013.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is the role of a human resource manager in an organisation?
2. Define human resource management.
3. Differentiate recruitment and selection.
4. What is socialization?
5. State the different types of training.
6. Define the term knowledge management.
7. What are the different extrinsic motivation tools?
8. Differentiate mentoring with coaching.
9. State the methods of controlling.
10. What is grievance redressal?

PART B — (5 × 16 = 80 marks)

11. (a) Elucidate the evolution of human resource management. Discuss its significance due to the emergence of large corporations.

Or

- (b) Enumerate the computer applications in human resource management. Discuss the benefits.

12. (a) Discuss about human resource planning. What are the factors considered?

Or

- (b) Briefly explain the employee selection process with any real world example.
13. (a) Enumerate the executive development programmes. What are their objectives?

Or

- (b) Explain the different training methods carried out in a MNC.
14. (a) Elucidate the different theories of motivation with example.

Or

- (b) Discuss the process of career management. What are the expected benefits?
15. (a) Enumerate the different methods carried out for performance evaluation.

Or

- (b) Explain the process of grievance redressal.
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Question Paper Code : 75510

M.B.A. DEGREE EXAMINATION, AUGUST 2012.

Second Semester

DBA 1653 – HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Define HRM.
2. Define HR policies.
3. What is recruitment?
4. Define skill Inventories.
5. Define reinforcement.
6. Define executive development.
7. What is morale?
8. Define career anchor.
9. Define whistle blowing.
10. State the types of transfer.

PART B — (5 × 16 = 80 marks)

11. (a) Describe the evolution of HRM in Indian scenario.

Or

- (b) Why it is important for HR management to evolve from an administrative and operational level to a strategic level?

12. (a) Define HRP planning. Describe its characteristics and objectives. Explain the reasons for the growing interest in HRP in recent years.

Or

- (b) If you were responsible for hiring someone for your job, which recruitment sources would you use? Why? Which recruitment sources would you avoid? Why?
13. (a) Briefly outline the steps involved in conducting a training programme in a systematic way.

Or

- (b) What do you mean by executive development? Discuss the methods of executive development.
14. (a) Write a note on different stages in the career and list out the career development strategies followed by the any five Indian companies.

Or

- (b) What do you mean by fringe benefits? Explain the need for fringe benefits. Explain the various types of fringe benefits offered to employees in India.
15. (a) Explain the individual performance appraisal methods.

Or

- (b) Discuss the model grievance procedure that is applicable in India. What are the essential prerequisites of a grievance procedure?
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Question Paper Code : 85510

M.B.A. DEGREE EXAMINATION, FEBRUARY 2012.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Differentiate personnel management and HRM.
2. Mention the major objectives of HRM.
3. What are the prerequisites for conducting tests for selection?
4. Specify the advantages of HRP.
5. Define knowledge workers.
6. Specify the purpose of on-the job training.
7. Define motivation.
8. What do you mean by career path?
9. Name the activities based on performance appraisal.
10. Define grievance.

PART B — (5 × 16 = 80 marks)

11. (a) (i) Elaborate the evolution of HRM. (8)
- (ii) Explain the position of HR department in an organisation. (8)

Or

- (b) Elaborate the roles of HR manager.

12. (a) Explain the process of human resource planning.

Or

- (b) Discuss the sources of recruitment mainly adopted by MNCs today.

13. (a) List and explain the steps in management development programme. Also explain any two methods of EDP.

Or

- (b) Elaborate the subsystems in HRD mechanisms.

14. (a) Discuss various tools for career development. Also differentiate career planning and succession planning.

Or

- (b) Elaborate achievement motivation theory and its implication.

15. (a) Explain the process of performance appraisal and explain any two modern techniques.

Or

- (b) "Collective bargaining is an effective tool for grievance redressal". Explain the process of collective bargaining.
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Question Paper Code : 95510

M.B.A. DEGREE EXAMINATION, AUGUST 2011.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Explain human factor and their importance.
2. "In the present scenario, HR managers perform a variety of responsibilities" – List them.
3. Mention some of the major stumbling blocks in HRP.
4. What are the factors taken into consideration in formulating recruitment policy?
5. What are the types of training?
6. What are the features of Executive development?
7. What is career planning?
8. What are the forms of Non-Financial motivation?
9. What are the types of transfers?
10. List out the different types of separations?

PART B — (5 × 16 = 80 marks)

11. (a) What are the objectives and functions of HRM?

Or

- (b) Supposing you have been appointed as the HR manager of a newly established organization with more than 1000 employees of different categories. Outline the policies you would put in place and give your rationale for each.

12. (a) What are the major reasons for the emphasis on HRP at the macro level and explain any two techniques of HR demand forecasting?

Or

- (b) Why do organizations prefer internal source? Explain the advantages and disadvantages of internal recruiting?

13. (a) Explain the principles, needs, criteria and levels of training evaluation.

Or

- (b) Explain the process of executive development with illustrations.

14. (a) What is ERG theory of motivation? Discuss its merits and limitations.

Or

- (b) Define the terms career planning and career development. Explain career development initiatives.

15. (a) Explain the process of performance appraisal.

Or

- (b) Explain in brief about different separation modes and their policies.

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Question Paper Code : 85510

M.B.A. DEGREE EXAMINATION, FEBRUARY 2011.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Explain the importance of Human Resource Management in the globalised era.
2. "The role of human resource manager has increased" – Explain.
3. What is the importance of HRP?
4. What are the benefits of socialization?
5. What are the methods of training?
6. What is the importance of knowledge management?
7. What is career planning?
8. Explain the role of mentor.
9. What are the reasons for demotion?
10. List down any four grievances that can become disputes.

PART B — (5 × 16 = 80 marks)

11. (a) What are the challenges of HRM in the global environment?

Or

- (b) Explain computer applications in HRM.

12. (a) What are the techniques of forecasting human resources of an organisation?

Or

- (b) Discuss the recruitment and selection process for any four designations of a manufacturing company of your choice.

13. (a) Explain the objectives and methods of training of supervisions in organisations.

Or

- (b) Discuss the role and types of executive development programmes.

14. (a) Explain Maslow's theory of motivation and its suitability for multinational organisations.

Or

- (b) Discuss transfers and separation processes of any organisation.

15. (a) Explain methods of performance appraisal systems.

Or

- (b) How to retain and control people in the organisation?

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Question Paper Code : GG 1510

M.B.A. DEGREE EXAMINATION, AUGUST 2010.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Explain the need for HRM.
2. What is Human resource management?
3. What is organizational culture?
4. Define strategic HRM.
5. Explain job analysis.
6. What are the problems in job analysis?
7. What is Dejobbing?
8. Explain the concept of recruitment.
9. What is induction program?
10. Explain the term Halo Error.

PART B — (5 × 16 = 80 marks)

11. (a) What are the factors influencing wage and salary administration?

Or

- (b) Explain the process of job evaluation.

12. (a) Briefly explain the agencies of labour welfare in India.

Or

- (b) What are the causes for poor industrial relations?

13. (a) Describe the essentials of a good incentive plan.

Or

- (b) Explain the traditional methods of performance appraisal.

14. (a) Explain the factors of individual career planning.

Or

- (b) Explain the need and importance of training.

15. (a) Explain the process of training.

Or

- (b) Explain the characteristics of a good test.
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Question Paper Code : YY 1510

M.B.A. DEGREE EXAMINATION, FEBRUARY 2010.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is HRM? Is it same as Personnel Management?
2. What are the objectives of HRM?
3. What is the meaning of human resource planning?
4. Give two important reasons for forecasting human resource requirement.
5. List two benefits of training.
6. What is the need for executive development?
7. What is motivation? Why is it a critical issue of interest to managers in organizations?
8. How is job enrichment different from job enlargement?
9. What is peer evaluation?
10. What are the possible significant implications of a job change?

PART B — (5 × 16 = 80 marks)

11. (a) What is the role of an HR manager in an organization, and what are the desirable qualities in HR manager? Explain.

Or

- (b) Discuss the need and role of computers in HR management.

12. (a) Why should organizations engage in HR planning? Why do some organizations require relatively complex and comprehensive HR planning systems than do others? Discuss.

Or

- (b) Define 'recruitment'. List the methods of recruitment and explain them.

13. (a) Describe any four methods/ techniques each of on-the-job and off-the-job type of training. Also list their merits and demerits.

Or

- (b) What are the objectives of Executive Development Programmes (EDP)? Describe the methods of EDP.

14. (a) Discuss any four relevant theories of motivation and highlight their unique contributions to HR management.

Or

- (b) What is understood by the term 'career'? Why should an employee plan for it? Why should organizations become involved in career planning with their employees? Discuss the steps in career planning.

15. (a) With reference to performance appraisal/assessment, explain the following with the help of suitable example(s)

- (i) BARS
- (ii) Behavioural Observation Scales (BOS)
- (iii) Management by Objectives (MBO)
- (iv) 360-degree appraisal.

Or

- (b) What is a grievance? Why do organizations need a grievance redressal procedure? What are the elements of grievance redressal procedure? Discuss the grievance handling procedure in a typical organization.