DE–6324

11

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013

First Semester

MANAGEMENT CONCEPTS

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1. Define management and its scope in business.

2. Discuss the advantages of planning in industry.

3. Explain "SPAN of control".

4. Differentiate centralization from decentralization.

5. Define "Informal organization and its impact in industry".

6. Briefly explain the various sources of recruitment.

7. Give your comment on the 'problems in motivation'.

8. Explain the prerequisite of an effective control system.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9.   Explain the contribution of F.W. Taylor to management thought.

10. Define decision tree and explain the different types of decision making.

11. Discuss the principles of organization.

12. Explain the various techniques of controlling.

13. Discuss Herzberg two factory theory in motivation.

14. Discuss the qualities of a good leadership.

15. Discuss the importance of total quality management.

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DE–6324

DE–6325

12

DISTANCE EDUCATION

M.B.A.(HRM) DEGREE EXAMINATION, MAY 2013.

First Semester

ORGANIZATIONAL BEHAVIOUR

(2008 onwards)

Time : Three hours   Maximum : 100 marks

PART A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1.   Explain any one model of organizational behaviour.

2.   What are the determinants of personality?

3.   Explain Synergy with an example.

4.   Explain the principles of effective communication.

5.   Explain political behaviour.

6.   Explain how personal trait leads to stress.

7.   What do you mean by orgsanisational Design?

8.   Explain T-groups.

PART B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9.   Explain the elements of organisational behaviour.

10.   Explain Herzberg's two factor theory of motivation.

11. Draw and explain the work group behaviour model.

12. Explain about the barriers in communication and the methods to reduce the barriers.

13. Explain the sources and consequences of stress.

14. Explain various types of orgsanisational strucrture.

15. Saroopa is a higher level officer in electricity Board of India, placed in Tamil Nadu. She deviced new methods for the benefits of the consumers to avoid the need for bribe. Then new change in the existing method is resisted by the employees in EB. Explain how you will manage this change to make the EB employees accept?

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DE–6325

DE–6326		13

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013

First Semester

MANAGERIAL ECONOMICS

(2008 onwards)

Time : Three hours　　　　　　　　　Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1. Briefly state the concept of Managerial Economics.

2. Explain the need for Technological Change.

3. Explain the terms aggregate supply and economic growth.

4. What is price Elasticity of demand? How is it measured?

5. What is demand recession?

6. Explain the concept of production with two variable inputs?

7. What are the properties of Isoquants?

8. What are the economic consequences of public debt?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9. "Economics is a tool of decision making" – Discuss.

10. Explain graphically and the nature of short run average cost curve.

11. Explain the various cost concepts.

12. Discuss, how macro economic analysis is helpful for business decision making.

13. Explain the concept of Break-even point in profit planning.

14. Discuss critically the different methods of forecasting demand of established products.

15. Analyse the phases of business cycle.

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DE–6326

DE–6327　　　　　　　　　　　**14**

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

First Semester

QUANTITATIVE METHODS

(2008 Onwards)

Time : Three hours　　　　　　　　Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1. Discuss and describe the role of linear programming in managerial decision-making. Bring out the limitations.

2. What is break-even analysis? Write its uses.

3. What do you mean by a L.P.P? What are its limitations?

4. Use dual simplex method to solve

    Max $z = -2x_1 - x_3$

    Subject to

    $x_1 + x_2 - x_3 \geq 5$
    $x_1 - 2x_2 + 4x_3 \geq 8$
    $x_1, x_2, x_3 \geq 0.$

5. An integer is chosen at random out of the integers from 1 to 100. What is the probability that it is

    (a) Multiple of 5

    (b) Divisible by 7

    (c) Greater than 70?

6. Describe the importance of relevant cost for managerial decision making.

7. Define simulation. Write the types of simulation.

8. Explain Maxi-Min and Mini-Max principle used in game theory.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9. The total cost function for the production of x units of an item is given by $T = 10 - 4x^3 + 3x^4$ find

(a) The average cost

(b) The marginal cost

(c) The marginal average cost.

10. For the demand function given by $y = 100 - 6x^2$ find the marginal revenue and show that the marginal revenue satisfies the relation $\dfrac{dR}{dx} = y\left(1 + \dfrac{1}{\text{elasticity of demand}}\right)$.

11. Solve the LP problem

Max $z = 3x_1 + 5x_2 + 4x_3$

Subject to the constraints :

$2x_1 + 3x_2 \le 8$
$2x_2 + 5x_3 \le 10$
$3x_1 + 2x_2 + 4x_3 \le 15$
$and \ x_1, x_2, x_3 \ge 0$

2

DE–6327

12. Solve the following transportation problem in which cell entries represent unit costs.

From	To			available
	2	7	4	5
	3	3	1	8
	5	4	7	7
	1	6	2	14
Required	7	9	18	34

13. A candidate is selected for interview in 3 different posts. There are 3 candidate for the first post, 4 for the second post and 2 for the third post. What is the probability that he will be selected for one of the posts?

14. A company manufactures around 200 mopeds. Depending upon the availability of raw materials and other conditions, the daily production has been varying from 196 mopeds to 204 mopeds, whose probability distribution is as given below.

Production /day :	196	197	198	199	200	201	202	203	204
Probability :	0.05	0.09	0.12	0.14	0.20	0.15	0.11	0.08	0.06

The finished mopeds are transported in a specially designed three storied lorry that can accomodate only 200 mopeds. Use 15 random numbers 82, 89, 78, 24, 53, 61, 18, 45, 04, 23, 50, 77, 27, 54, 10, to simulate the process and find out.

(a) What will be the average number of mopeds waiting in the factory?

(b) What will be the average number of empty spaces on the lorry?

15. Solve the following game :

Player B

		B₁	B₂	B₃
Player A	A₁	2	–2	3
	A₂	–3	5	–1

3 **DE–6327**

DE–6328

15

DISTANCE EDUCATION

M.B.A. (HRM)DEGREE EXAMINATION, MAY 2013.

First Semester

FINANCIAL AND MANAGEMENT ACCOUNTING

(2008 onwards)

Time : Three hours   Maximum : 100 marks

PART A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1.   Explain the scope of Accounting.

2.   What is a Trial Balance? Bring out the objectives of preparing a Trial Balance.

3.   What are the objectives of budgetary control?

4.   List out the limitations of financial statements.

5.   The sales turnover and profit during two years are as follows :

Year	Sales	Profit
	Rs.	Rs.
2010	1,40,000	15,000
2011	1,60,000	20,000

You are required to calculate :

(a)   P/V ratio

(b)   Sales to earn a profit of Rs. 40,000

(c)   Profit when sales is Rs. 1,20,000.

6.   The balance sheet of XY limited, for the two years was as follows :

Liabilities	2010	2011	Assets	2010	2011
	Rs.	Rs.		Rs.	Rs.
Share capital	1,50,000	1,75,000	Cash	15,000	30,000
Creditors	85,000	93,000	Debtors	85,000	80,000
Bills payable	50,000	40,000	Stock	40,000	30,000
Loan from bank	–	25,000	Goodwill	10,000	30,000
Debentures	20,000	10,000	Land	75,000	83,000
			Machinery	80,000	90,000
	3,05,000	3,43,000		3,05,000	3,43,000

Additional information :

(a)   Machinery was purchased for Rs. 15,000

(b)   Dividends were paid totaling Rs. 5,000

You are required to prepare funds flow statement.

2   **DE–6328**

7.   From the following, calculate profit or loss during the year :

Capital at the beginning Rs. 13,400, capital at the end Rs. 18,500, drawings during the period Rs. 300 p.m. and additions to capital during the year Rs. 200 p.m.

8.   Journalise the following transactions

2010

Jan. 1	Goods sold to Ram	Rs. 6,000
3	Purchase goods from Raju	Rs. 5,000
6	Cash purchase	Rs. 4,000
9	Cash sales	Rs. 25,000
13	Cash received from Ram	Rs. 3,000
15	Cash paid to Raju	Rs. 4,000
2011 20	Withdraw cash from business for Jan. personal use	Rs. 3,000
25	Rent paid	Rs. 1,000

PART B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9.   Explain the accounting concepts and conventions.

10. Differentiate between single entry system and Double entry system.

11. Describe the essential steps in budgetary control system.

12. The following is the trial balance of Mr. Rajan. Prepare trading and profit and loss a'c for the year ended 31 March 2010 and a balance sheet as on that date.

3   **DE–6328**

	Rs.		Rs.
Drawings	6,000	Capital	25,000
Purchases	80,000	Sales	1,20,000
Return inwards	1,000	Return outwards	900
Carriage inwards	2,000	Sundry creditors	4,000
Carriage outwards	800		
Duty on purchase	2,000		
Stock	10,000		
Van	5,000		
Salaries	6,000		
Rent	2,000		
Taxes	500		
Insurance	600		
Sundry debtors	8,000		
Cash in hand	500		
Cash at bank	2,500		
Furniture	2,000		
Land	21,000		
	1,49,900		1,49,900

The following adjustments are to be effected :

(a)   Stock on 31st March 2010 Rs. 10,000

(b)   Outstanding rent Rs. 500, Salaries Rs. 800

(c)   Unexpired insurance Rs. 100

(d)   Provide depreciation at 10% on land and 5% on Van.

DE–6328

13. Following are the summarised balance shees of Aarthy Ltd. of Tirunelveli as on December 31, 2010 and 2011.

Liabilities	2010	2011	Assets	2010	2011
	Rs.	Rs.		Rs.	Rs.
Share capital	1,30,000	1,00,000	Land and Building	95,000	1,00,000
General reserve	30,000	25,000	Machinery	84,500	75,000
Profit & loss a/c	15,400	15,200	Stock	37,000	50,000
Bank loan (long term)		35,000	Debtors	32,100	40,000
Creditors	67,500	75,000	Cash	300	200
Prov. for tax	17,500	15,000	Bank	4,000	
			Goodwill	7,500	
	2,60,400	2,65,200		2,60,400	2,65,200

Additional Information :

(a) Dividend of Rs. 11,500 was paid.

(b) Assets of another company were purchased for a consideration of Rs. 30,000 payable in shares.

The following assets were purchased :

Stock Rs. 10,000; Machinery Rs. 12,500.

(c) Machinery was further purchased for Rs. 4,000.

(d) Depreciation written off machinery Rs. 6,000

(e) Income tax provided during the year Rs. 16,500.

(f) Loss on sale of machine Rs. 100 was written off to General Reserve.

You are required to prepare a cash flow statement for the year ended 31, December 2010.

5 **DE–6328**

14. Prepare a production budget for three months ending 31ˢᵗ March 2010 for a factory producing four products, on the basis of the following information.

Product Estimated stock Estimated sales Desired closing stock 31.3.10 (units)

Product	on 1.1 .10 (units)	Jan-March 10 (units)	
A	8,000	40,000	12,000
B	12,000	60,000	20,000
C	16,000	52,000	12,000
D	12,000	48,000	8,000

15. You are required calculate the following from the given information :

(a) P/V Ratio;

(b) Margin of Safety

(c) Sales and

(d) Variable cost

   Fixed cost Rs. 15,000

   Profit   Rs. 2,000

   Break even sales Rs. 75,000

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DE–6328

DE–6329

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Second Semester

BUSINESS ENVIRONMENT

(2008 onwards)

Time : Three hours　　　　　　　Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Describe the various dynamic factors of environment.

2. What are the fundamental issues of business environment?

3. State the merits and demerits of liberalisation.

4. What do you mean by technology transfer?

5. Explain the role of Government in Indian Business Sectors.

6. What are the advantages of New EXIM Policy?

7. What are the limitations of monetary policy?

8. How would you evaluate the New Industrial Policy?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. Indian Economy is a developing under developed economy – Comment.

10. Examine the policy and procedure of Industrial Licencing.

11. Outline the automatic approval mechanism of FDI in India.

12. Do you agree with the view that planning in India has failed? Give reasons in support of your answers.

13. What are the various environments of Business? Explain in detail.

14. Examine the trends of privatization in other countries.

15. Explain the procedures for obtaining assistance from the Financial Institutions.

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2   **DE–6329**

DE–6330

22

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Second Semester

RESEARCH METHODS

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1.   What do you mean by research? Explain its significance in modern times.

2.   What is the necessity of defining a research problem? Explain.

3.   Describe some of the important research designs used in experimental hypothesis testing research study.

4.   Write down the essentials of good sampling.

5.   Discuss "Interview as a good technique of data collection ".

6.   Explain the merits and demerits of observation method in collecting data.

7.   Describe the precautions the researcher should take while interpreting his findings.

8.   What are the characteristics of a good research report?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9.   Briefly describe the different steps involved in a research process.

10. What is a hypothesis? State the characteristics of a good research hypothesis.

11. Enumerate the different types of sample designs.

12. Clearly explain the difference between collection of data through questionnaires and schedules.

13. "Processing of data implies editing, coding, classification and tabulation". Describe these four operations in research study.

14. Explain in detail the different types of report.

15. "Report writing is more an art that hinges upon practice and experience". Discuss.

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DE–6330

DE–6331

23

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Second Semester

MANAGEMENT INFORMATION SYSTEM

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1. Give a short note on "conversion strategies".

2. Discuss the capabilities of an executive support system.

3. Explain the pyramid structure of MIS.

4. Describe various operations of IT that affect the organizational growth by using MIS.

5. What is globalization? Describe in detail on about the online shopping.

6. Explain the following :

   (a)   E-mail

   (b)   Voice mail

   (c)   Facsimile.

7. What are valueadded networks? Enlist the types of VAN.

8. What is E-market? Explain the impact of E-Commerce on direct marketing with real examples.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9. Why do we give importance in designing a system? Briefly discuss the activities involved in system design.

10. Define the term 'MIS'. Explain the various functions of MIS.

11. Describe the concept of information resource management. How it is useful in MIS?

12. Elaborately discuss on internet services.

13. Briefly explain the concept and advantages of EDI.

14. What is an internet? Explain the applications of an internet.

15. Briefly discuss on security of data and business opportunities on internet.

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DE–6331

DE–6332

24

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Second Semester

STRATEGIC MANAGEMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1.   Explain the objectives of business.

2.   Briefly explain BCG matrix.

3.   Explain the steps in strategic planning.

4.   What is retrenchment strategy? State its characteristics.

5.   Differentiate strategic alliance from joint venture.

6.   How does leadership aspect affect strategic implementation?

7.   Bring out the relationship between human resources and corporate resources.

8.   List out the benefits of ERP.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9.   What are the characteristics of a mission statement?

10.   Discuss product life cycle analysis and its implications.

11. Write elaborately about different types of diversification.

12. Analyse the suitability of matrix structure in complex organizations and its disadvantages.

13. What are the techniques for effective implementation of strategy?

14. Elaborate the advantages and disadvantages of vertical integrations.

15. Explain the uses and importance of Marshall.

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2　　　　　**DE–6332**

DE–6333

25

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Second Semester

QUALITY MANAGEMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

1.   What are the basic functions of quality management?

2.   Write and explain the dimensions of quality.

3.   What is quality process? Write its benefits.

4.   What are the benefits of pareto diagram in statistical process control?

5.   How do you measure the quality cost? Explain.

6.   List and explain the elements of TQC.

7.   What are the barriers of TQM?

8.   Describe the benefits of quality review.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9.   Discuss the benefits and impact of 6 sigma.

10. Discuss about single sampling plan and double sampling plan.

11. Discuss the impact of service procurement and competition on quality and standards.

12. What is the functions of quality circles? How to conduct a quality circle activity.

13. Write the step by step procedure of quality circles in Japan and in India.

14. Discuss the different phases of business process reengineering cycles.

15. List the various Stumbling blocks while implementing a TQM programme.

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2 **DE–6333**

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

HUMAN RESOURCE MANAGEMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the objectives and functions of human resource management.

2. Explain the need for Human Resource planning.

3. What is man power planning? How it is done?

4. Differentiate between job description and job specification.

5. Explain the term
   (a) Incentive
   (b) Fringe benefits
   (c) Bonus.

6. Define training. Explain the different methods of off the job training.

7. Define motivation. Why it is important for employees?

8. What are the objectives of HR Audit?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9.   Explain the importance of HRM in modern organizations.

10. Explain the various steps involved in human resource planning.

11. Explain the different process involved in selection.

12. What are the different methods of wage payment system?

13. Describe the different techniques available to motivate the employees.

14. What are the causes for accidents? Explain the ways to overcome such accidents.

15. What is HR audit? How it is conducted?

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DE–6334

DE–6335

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

HUMAN RESOURCE ECONOMICS

(2008 Onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. What is the scope of Human Resource Economics in India?

2. What is Full Employment Technology?

3. What are the problems in the Indian Labour Market?

4. Describe the Labour Force Participation in Human Resource Economics.

5. Explain the methods of Wage Payment.

6. Clearly state the concept of Cost of living.

7. Bring out the recent Trend in Labour Migrations.

8. How can you reduce the Labour absenteeism in an Industry?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9.   Explain the Evaluation of the Human Resource problems in Indian Labour Force.

10. Explain the theories of employment.

11. Explain the theories of wages.

12. Describe the causes for neutralization.

13. What are the theories of Employee migrations?

14. Explain the impact of Technology and Gender in Indian Labour Force.

15. In what ways the Labour Force become a reasons for Exit of Industries in India? Explain.

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DE–6335

DE–6336

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1.   Bring out the essential features of constitution of India.

2.   Why do workers organise into unions?

3.   Explain in detail about the significance of Industrial Relations.

4.   What are functions performed by conciliation officer?

5.   Bring out the structure and benefits of collective bargaining.

6.   What are the precautionery measures to be followed in Employee safety programme?

7.   Explain in detail about the communication.

8.   What are the factors to be considered while handling Grievance?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. Examine the fundamental rights offered under constitution of India.

10. Describe the present trade union pattern in our country. What suggestion would you give to develop the movement on healthy lines?

11. Discuss the causes and effects of poor industrial relations. Give your suggestions to improve Industrial relations in our country.

12. Enumerate the role and limitations of collective bargaining in Indian Industries.

13. Analyse the social and economic importance of a health and safety programme in Industry.

14. "Good organisation depends to a great extent upon a good communication"–Explain.

15. Briefly discuss the essentials of a good disciplinary system.

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2

DE–6336

DE–6337

34

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

LABOUR LEGISLATIONS – I

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1.   State the objectives of factories Act, 1948.

2.   State the scope of Workmen Compensation Act 1923.

3.   Make a brief note on Bonus Act 1965.

4.   State the objects of the Industrial Disputes Act, 1947.

5.   Make a short note on shops and establishments Act 1947.

6.   Differentiate strike and lockout.

7.   State the objectives of ESI Act 1948.

8.   Bring out the role of provident fund in attaining social security.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. State the provisions of Factories Act 1948 with regard to health, safety and welfare.

10. Explain the procedure for calculating various compensations under the Workmen's Compensation Act 1923.

11. State the types of strikes and lockouts that are prohibited by the Industrial Disputes Act, 1947 and the penalties regarding strikes and lockouts.

12. Explain the powers of the authorities under shops and Establishments Act, 1947.

13. Explain :

    (a) Standing Committee, and

    (b) Medical benefit council.

    as per ESI Act 1948.

14. State the provisions under EPF and Misc. Provisions Act, 1952 with regard to recovery of money due from employer.

15. State the provisions of Factories Act with regard to Holidays, employment of young persons and women.

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DE–6337

DE–6338

35

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

TRAINING AND DEVELOPMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Explain need for Training.

2. What are the methods of Training in lower level skilled employees? Explain.

3. How to evaluate Training effectiveness?

4. How will you design Management Development Programme?

5. Differentiate organisation development and management development.

6. Write the qualities of good trainer.

7. Explain – Online Training.

8. What is Management Development Programme?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9. Explain abut the training for different levels of employees.

10. List out the development programmes in public and private sector organisations.

11. How the effectiveness of the training be evaluated and improved?

12. Design the training programmes for a batch of Aeronautical engineering graduates.

13. What are the various training methods that are suitable for small manufacturing organisations?

14. List out the duties and responsibilities of Training Managers.

15. Write the causes of failure of Training Programme.

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DE–6338

DE–6339		**36**

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Third Semester

COMPENSATION MANAGEMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Explain minimum wages. What are the methods adopted in India to pay minimum wages to the workers.

2. What are the various components of compensation? Briefly explain them.

3. What is Broad Banding? State the advantages of adopting banding system as explained in the Sixth Pay Commission.

4. Explain ESOP. How does it help companies? Is it popular in I.T.companies today? Give reasons for your answer.

5. State at least 15 authorized deductions permitted under Section 7 of the payment of Wages Act 1936.

6. Suggest ways and means to control employee cost.

7. State the importance factors that decide executive compensation.

8. State briefly how MNCs decide the compensation for expatriate employees.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. Explain the Bargaining Theory of Wages. Experts feel that it is the only theory that is surviving in the wage scenario. Explain.

10. How do Trade Unions arrive at a wage settlement? Explain the steps or strategies adopted by them to achieve their desired levels.

11. What are fringe benefits? Explain their advantages and disadvantages. Can they be withdrawn? If not, why?

12. What is performance based salary? Explain the parameters that decide it.

13. Explain briefly the key provisions of the payment of Bonus Act 1965.

14. State how the I.T.Companies fix their remuneration. Why do they fix high wage levels than other companies?

15. Explain any two group incentive plans which you consider as popular. Give reasons.

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DE–6340

41

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Fourth Semester

GLOBAL HUMAN RESOURCES MANAGEMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. What are the operative functions of HR managers in globalisation world?

2. Explain the terms Home country, Host country and Third country nations.

3. Differentiate cultural adoptability from Individuality.

4. What are the Indirect compensation paid to the Global HR's?

5. What is cultural assimilations?

6. State any two learning styles in training and development and explain its impact.

7. Explain the Japanese approaches to Labour relations.

8. How can we overcome the difference in pay among employees?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. Explain the challenges and opportunities of globalising Human Resource.

10. Clearly explain the global HR recruitment and selection procedure.

11. Describe the cross-cultural diversities and multiculturalism.

12. Draw a optimum Compensation Structure for an MNCs related to Service Industry.

13. Discuss about the Global HR training and Development Practice.

14. Explain the role of Strategic management of international Labour Relations.

15. "Pay for Performance is an effective motivational tool in global HR"– Discuss.

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2 **DE–6340**

DE–6341

42

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Fourth Semester

EMOTIONAL INTELLIGENCE

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Mention the types of emotional competencies and explain its significance.

2. Explain about Emotional Intelligence.

3. What are the guidelines for learning emotion?

4. Point out the importance of leadership.

5. What is meant by social competence?

6. What do you mean by commitment?

7. How would you recognise one's emotions and their effects?

8. Define self marketing. Explain its importance.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

9. Discuss about emotional Intelligence in detail.

10. Explain about self marketing in detail.

11. Describe personal competence in a brief manner.

12. Discuss the various types of conflicts.

13. Write a note on
    (a) Leveraging diversity
    (b) Political awareness.

14. Illustrate the best practices in managing emotions.

15. "Emotional intelligence leads to success" – Comment.

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DE–6341

DE–6342

43

DISTANCE EDUCATION

M.B.A.(HRM) DEGREE EXAMINATION, MAY 2013.

Fourth Semester

LABOUR LEGISLATIONS — II

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1.   State the various deductions from bonus payable as per payment of bonus Act 1965.

2.   List out the excemptions from payment of Gratuity as per payment of Gratuity Act 1972.

3.   State the provisions with regard to fixation of wage periods and time of payment of wages as per payment of wages Act,1936.

4.   State the powers as appropriate Government, with regard to offences and penalties as per minimum wages Act,1948.

5.   Comment on the provisions with regard to operating of standing orders.

6.   State the previleges of a registered trade union.

7.   List and explain the various forms of wages.

8.   State procedure for registering a trade union as per Trade union Act 1926.

SECTION A — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9. State the procedure for determination of bonus formula as per payment of bonus Act, 1965.

10. State the objects of payment of Gratuity Act,1972.

11. Explain the role of wage boards in development of a wage policy.

12. State the procedure for fixing and receiving minimum wages as per minimum wages Act,1948.

13. State the procedure for submission, certification and other provisions with regard to standing orders.

14. State the rules with regard to amalgamation and dissolution of trade union.

15. Explain the procedure for determination of available surplus and allocable surplus.

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DE–6342

DE–6343

44

DISTANCE EDUCATION

M.B.A. (HRM) DEGREE EXAMINATION, MAY 2013.

Fourth Semester

ORGANISATIONAL DEVELOPMENT

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE questions.

All questions carry equal marks.

1.   Define OD, and explain the characteristics of OD.

2.   List out the values of OD in society.

3.   How the OD is practically implemented in organisation?

4.   How to use action research in OD?

5.   What is organisational development interventions?

6.   Explain quality circles.

7.   Explain the strengths of OD.

8.   What are the conditions involved in success of organisational development programme?

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR questions.

All questions carry equal marks.

9.   Explain the components of OD.

10. Describe the characteristics of interventions.

11. Is there future prospects for OD? Explain.

12. Describe the followings :

    (a)   Socialization

    (b)   Commitment

    (c)   Diffusion

    (d)   Sensing and calibration.

13. Evaluate the failure of OD techniques.

14. Critically explain the role of comprehesive interventions in OD.

15. List out some Indian experiences inn OD.

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2   **DE–6343**

DE–6344

45

DISTANCE EDUCATION

M.B.A.(HRM) DEGREE EXAMINATION, MAY 2013.

Fourth Semester

COMPUTER APPLICATIONS IN HRM

(2008 onwards)

Time : Three hours   Maximum : 100 marks

SECTION A — (5 × 8 = 40 marks)

Answer any FIVE of the following questions.

1.   How will you insert a table in word document? Create your exam time schedule in table format.

2.   Explain fill series, auto complete and conditional formatting in MS-Excel.

3.   Define data and information. What is the essential use of primary key in table creation? Explain with example.

4.   How will you set the background and back colour of the slide? Describe with neat diagram.

5.   Discuss to duplicate the databases and structures.

6.   Explain 360 degree performance appraisal.

7.   Discuss in detail the methods of training in HRM.

8.   How will you change the line spacing and paragraph spacing? Explain with neat diagram.

SECTION B — (4 × 15 = 60 marks)

Answer any FOUR of the following questions.

9. Explain the following operations in MS-WORD with suitable example.

    (a) Cut, copy and paste

    (b) Find and Replace.

10. Create the student worksheet in MS-Excel. Using functions calculate total, average, ranking, minimum and maximum mark for each subject.

11. Briefly discuss on the procedure to create and save a table in MS-Access. And also explain the steps to set the primary key.

12. How power point presentations are effectively used in education and organization? Explain it with your own example.

13. What is relational database? Explain the steps for creation of database, and add data to the database with example.

14. Discuss the role of HR in organizations.

15. With suitable illustration, explain the procedure to add Bulleted and Numbered list in MS-Word.

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2   **DE–6344**