

Reg. No. :

D 2579

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 2014.

Second Year

Human Resources Management

PERSONNEL MANAGEMENT CONCEPTS

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Explain the role of a personnel manager.
2. Describe the future of personnel management in India.
3. What do you mean by personnel polices? Discuss the various types of personnel policies.
4. Explain the guidelines for formulating personnel policies.

5. Define Human Resource planning, and discuss the process of effective Human Resource planning.
 6. What are the various sources of recruitment? Explain.
 7. Discuss the methods of Training.
 8. What do you mean by performance appraisal? Explain its methods.
-

Reg. No. :

D 2580

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 2014.

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 various training methods used in Indian industry. What is the need to compare the training methods with the objectives of training?
2. What is management development? Explain the various methods of management development.
3. What do you understand by learning organization? Explain the characteristics of learning organization.

4. What steps would you take if your performance appraisal system has a desperate and adverse impact?
 5. Define promotion. What are the principles and purposes of promotion? Explain.
 6. Explain the need and importance of performance appraisal. Also explain the process of performance appraisal.
 7. How an employer can play an influential role in an employee's career development?
 8. What are the points to be kept in mind while designing a training programme? As a HR Manager prepare a programme schedule to organize five days training programme for management trainees.
-

Reg. No. :

D 2581

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 2014.

Second Year

Human Resources 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. Write a lucid note on the changing role of a personnel manager under the present scenario of privatization.
2. Write a detailed note on 'performance appraisal in Indian Industries'.
3. What is O.D.? What are the steps involved in implementing an O.D. program?

4. Discuss the impact of different techniques of training and development.
 5. Explain the factors influencing wage and salary administration in an organization.
 6. Discuss the various types of promotion and transfer.
 7. Define Stress. Enumerate the categories of stressors and also find the identification of stress at various levels.
 8. Explain the various job evaluation methods.
-

Reg. No. :

D 2573

Q.P. Code : [07 DMBHR 53]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 2014.

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 main objectives and function of Industrial relations management.
2. Enlist the need and significance of labour management relations.
3. Elaborate the various practical difficulties involved in the unionism in emergent sector.
4. Classify the various types of industrial disputes and suggest suitable prevention measures.

5. Elaborate the main provisions in industrial dispute act.
 6. Explain the following terms :
 - (a) ESOP
 - (b) QWL
 - (c) Quality circles and
 - (d) Turn around management.
 7. Explain the process, strategies and tactics involved in worker empowerment, with examples.
 8. Draw the role of Labour Laws in the context of structural changes in Indian business scenario.
-

Reg. No. :

D 2583

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

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, MAY 2014.

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. Define Performance Management. Explain its linkage with other HR system elements of performance management.
2. What is meant by Performance Appraisal? Elaborate the various methods of performance appraisal.
3. Explain job employee benefits guided by Law.
4. State the importance issues in Executive Compensation.

5. What are the steps in 360 degree feedback and Assessment Development Centers? Discuss.
 6. Discuss about the operational zing change through performance management.
 7. Define performance management. What are the process involved in PFM? Explain them.
 8. Write a short notes on the following :
 - (a) Employee services.
 - (b) Health care.
 - (c) Job analysis.
 - (d) Job description.
-

Reg. No. :

D 2584

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

M.B.A. DEGREE EXAMINATION, MAY 2014.

Second Year

Human Resource Management

ORGANISATIONAL DEVELOPMENT AND CHANGE

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Explain the various steps involved in the raise of OD.
2. What do you mean by parallel learning structure and explain the importance of synergy concept in OD.
3. Enlist the various OD interventions with suitable examples.
4. Elaborate the need for change and enlist the various theories involved in the process of changing.

5. What do you mean by action research. Enumerate the various process and approaches in action research.
 6. Write short notes on the following:
 - (a) Instrumental training
 - (b) Behaviour modeling
 - (c) T – group training.
 7. Describe the contemporary issues in the field of OD in Indian industries.
 8. Elaborate the various issues in consultant – client relationship with global examples.
-