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15MNG206

Total Number of Pages: 02

2nd Semester Regular Examination - 2016

HUMAN RESOURCE MANAGEMENT

BRANCH: MBA

QUESTION CODE: W 400

Time: 3 Hours

Max marks: 100

**Answer Question No.1 & 2 which are compulsory and any four from the rest.
The figures in the right hand margin indicate marks.**

Q1

Answer the following questions:

(2 x 10)

- a) The 3P's of HRM include _____, process and _____.
- b) _____ involves moving employees to various positions in an organisation, whereas _____ is used to identify what the job holder does, how it is done and why it is done.
- c) _____ and _____ are successful informal methods of recruitment.
- d) _____ tests evaluate the skills and the knowledge that have been acquired, whereas _____ tests measure the effects of learning.
- e) _____, _____, and retrenchment are important separation procedures initiated by the employer.
- f) Human resource planning is concerned with the planning of manpower _____ and _____.
- g) Living wage lies between _____ and _____ wages.
- h) Compensation includes both _____ payments (such as salaries, commissions, and bonuses) and _____ payments (such as paid vacations, health and life insurance benefits, and retirement plans).
- i) Raters have a tendency to be liberal in their rating which is called _____ error and the reverse of it is called _____.
- j) Arbitration can be of two types, _____ and _____.

Q2

Answer the following questions:

(2 x 10)

- a) Distinguish between personnel and HRM functions.
- b) List few essential skills a HR Manager should possess.
- c) What is meant by the concept of "redundancy" in Human resource management? How is it different from "downsizing".
- d) Explain the concept of "broad banded pay structures". How is it related to manage employee performance?
- e) Explain the term glass ceiling.
- f) Elucidate various objectives of trade unions.
- g) Bring out the differences between HR and strategic HR.
- h) Define Induction? What are the key issues to be discussed in the employee induction program?

- i) Experts are of the opinion that we must pay the individual and not the job, Comment.
- j) Define competency mapping and list out some of its objectives.

Q3 What are the main risks to both the candidate(s) and the organisation of poor recruitment and selection processes and how might these be overcome. Is there a correlation between selection process and the attrition rate in the organisation ? Justify your answer. (15)

Q4 Critically evaluate the role of the performance appraisal as an effective management intervention to improve employee performance. Briefly describe the problems / errors encountered in performance appraisal (15)

Q5 Why is HRP more common among large organisations than among small ones? Outline the steps involved in the HRP process (15)

Q6 How far should training and development benefit the organization or the individual? Explain various methods of training. (15)

Q7 Career planning refers to the process of identifying and accomplishing the employees career objectives through a systematic way of skill identification, assessment and development. Justify. What are the major limitations of career planning ? (15)

Q8 Evaluate the role of the different actors of the industrial relations critically. Write an essay on the relevance of different approaches of Industrial relations with examples. (15)

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