

Reg. No. : .....

D 561

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

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resource Management

PERSONNEL MANAGEMENT CONCEPTS

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks

(5 × 20 = 100)

1. Discuss the objectives, scope and the characteristics of personnel management and Human Resource management from the perspective of various authors.
2. Elucidate the concept of "Personnel Research". State its objectives. Enumerate the methods of personnel research.
3. What would be the impact of research on human resource planning process? Elaborate.

4. What do you mean by selection? Explain in brief the steps involved in selection process.
5. Enumerate the principles and methods of executive development programme with suitable corporate example.
6. Explain why the performance management is vital in accomplishing organisations goals. Discuss and describe the classifications and methods of employee's performance appraisal.
7. What are the various incentive payments schemes in compensation management? Discuss the issues and challenges in implementation of the same in corporate environment.
8. Explain in elaborate the components and vital elements of a comprehensive educational programme in the field of safety.



Reg. No. : .....

D 562

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

(For the candidates admitted from 2007 onwards)

M.B.A. (SDE) DEGREE EXAMINATION,  
DECEMBER 2015.

Second Year

Human Resource Management

METHODOLOGY OF TRAINING AND  
DEVELOPMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Classify the training methods and explain any three of them in detail.
2. Explain the components of an effective management development programmes.
3. 'Post training support at workplace is needed for effective work performance', Comment.

4. Give some examples of career development activities that employers can use to foster employee commitment.
5. Describe some of the corporate career development initiatives that an employer can take.
6. Explain the principles of learning in detail. Develop lecture modules for orientation and training by applying the principles.
7. How will you evaluate the effectiveness of training given for middle level managers working in a manufacturing company?
8. What do you mean by career planning? Discuss the factors affecting career choices.



Reg. No. : .....

D 563

Q.P. Code : [07 DMBHR 52]

(For the candidates admitted from 2007 onwards)

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

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. What are the points to be remembered in designing a HRD System? Discuss.
2. "Recruiting the employee is only the beginning- the problems commence with his induction". Comment.
3. Elucidate the methods of Performance Appraisal with suitable examples from corporate.
4. Give a detailed note on "Performance Appraisal in Indian Industries". Describe the need for an appraisal system to suit the peculiarities of Indian behavior.

5. How would you identify the Training and Development needs of the clerical employees in an organization? Discuss the use of "On—The—Job" Training method for managerial employees.
6. How can be the stress managed at the workplace? What are the reasons for stress formation?
7. Elaborate various methods of Human Resource Audit.
8. Write an essay on HRD Challenges in Indian industry.



Reg. No. : .....

D 564

Q.P. Code : [07 DMB-HR 53]

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resource Management

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer any FIVE questions.

All questions carry equal marks.

(5 × 20 = 100)

1. Explain various forms of Workers Participation in Management in the context of Indian organizations.
2. Compare conciliation, arbitration with adjudication procedures and bring out the differences among them.
3. Define the term wage and salary under Workmen Compensation Act. Explain the components influencing and the methods of wage payment.

4. Elaborate the types of Industrial Disputes and the Settlement measures for resolving a dispute.
5. Explain on the latest Manufacturing management reforms and it's implications on the labour force.
6. Illustrate the co-ordination role of ILO and AFL-CIO in Globalization and International Labour Market.
7. Define Collective Bargaining and it's types in relation to the current scenario of Trade Unionism in India.
8. List out the rules and regulations of
  - (a) Provident Fund Regulations.
  - (b) Factories Act.
  - (c) Payment of Wages Act.
  - (d) Maternity Benefits Act.



Reg. No. : .....

D 565

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

(For the candidates admitted from 2007 onwards)

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

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. Discuss the factors that influence the wage and salary administration of employees.
2. Explain the concept of fringe benefits. What are the various fringe benefits extended to the employees?
3. Equity in compensation is very hard to establish. Give your comments on this statement by giving suitable examples.

4. "Compensation must fulfill the intrinsic and extrinsic needs of the employees". Give your views on this.
5. Explain the wage and bonus laws. State the objectives and scope of minimum wages laws.
6. Which is a better motivator, individual reward system or team based reward system? Justify with suitable arguments.
7. Elucidate the retirement plan used by private and public companies in India.
8. Discuss the scope and objectives of Employees State Insurance, Provident Fund and Gratuity.



Reg. No. : .....

D 566

Q.P. Code : [07 DMB – HR 55]

(For the candidates admitted from 2007 onwards)

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

Second Year

Human Resource 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. What are the elements of performance management? — How do you facilitate and encourage performance?
2. What are employee services? Explain the requirements of an effective benefit programme.
3. Briefly explain the process, systems and pillars of PFM.

4. Briefly explain modern performance appraisal methods.
5. Examine the defects in the current performance appraisal methods. Prepare a system that is defect free and fast proof.
6. What are the statutory provisions regarding payment of employee benefits? Explain.
7. Discuss the techniques of transmitting learning into action.
8. Write notes on:
  - (a) Performance counselling
  - (b) Job description
  - (c) Performance review.
  - (d) Strategic reward management.



D 567

Q.P. Code : [07 DMBHR 56]

(For the candidates admitted from 2007 onwards)

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

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 models and theories of OD in detail with examples.
2. What do you mean by intervention? Elaborate the factors that are involved in determining parallel learning structure.
3. Differentiate the features of third party peace making intervention with comprehensive OD interventions.
4. Enumerate various OD intervention techniques.

5. State history and varieties of action research in OD.
  6. Write short notes on :
    - (a) Behaviour modeling
    - (b) Instrumental training and
    - (c) Career planning.
  7. Mention various training techniques which helpful to cope up with organisational politics.
  8. Enlist the emerging techniques involved in bringing consultant – client relationship with appropriate examples.
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