

M.E. DEGREE EXAMINATIONS: OCTOBER/NOVEMBER - 2008

Third Semester

INDUSTRIAL ENGINEERING

P07IEE13 Human Resource Management

TIME: Three Hours

Maximum Marks: 100

Answer ALL Questions: -

PART A (20x1=20 Marks)

- 1) In a thriving company, human resource planning
 - (A) Is a static system
 - (B) Is continuously at work
 - (C) Is initiated whenever a problem arises
 - (D) Generally applies to upper management.

- 2) Which statement does not describe human resource objectives?
 - (A) Set objectives work to limit growth as well as guard against failure
 - (B) Planning objective is the first step in the human resource planning process
 - (C) Human resource objectives assume that the future of the organization is linked to the future the work force
 - (D) Objectives are geared to affect the future.

- 3) Who is responsible for an organisation's training and development?
 - (A) Top line management
 - (B) Personnel officer
 - (C) Every one
 - (D) Supervisors.

- 4) Which of these training techniques would most likely be evaluated by participant reaction ?
 - (A) Sensitivity training
 - (B) On the job
 - (C) Apprenticeship
 - (D) Programmed instructions.

- 5) The systematic evaluation of worker's job performance and potential for development is called
 - (A) Production
 - (B) Human resource auditing
 - (C) Appraisal
 - (D) Motivation.

- 6) Group organizational climate
 - (A) Guarantees productivity
 - (B) Affects the efficiency of the operation
 - (C) Can be precisely measured
 - (D) Is prohibitively expensive in a small company.

- 7) Good leadership in a company is important
 - (A) In the chairman and the planning board
 - (B) Primarily in the chairman
 - (C) When crises arise
 - (D) In all superior subordinate relationships.

- 8) A fundamental problem in any training method is to determine, whether the method is
 - (A) Profitable
 - (B) Expensive
 - (C) Comprehensive
 - (D) Valid .

- 9) The remuneration factor which usually has the greatest effect on the final pay structure is
 (A) Prevailing pay expensation criteria
 (B) Payment method
 (C) Union bargaining power
 (D) Incentives.
- 10) Which of the following is not an advantage resulting from a company's training its employees ?
 (A) Increased productivity
 (B) Less employee obsolescence
 (C) Improved morale
 (D) Increased manufacturing flexibility.
- 11) Recruiting is
 (A) Judging (B) Finding (C) Hiring (D) Judging.
- 12) Selection is
 (A) Matching (B) Finding (C) Hiring (D) Judging.
- 13) Determining manpower requirements and ways of meeting those requirement is the process of
 (A) Human resource planning (B) Recruitment
 (C) Selection (D) Human resource auditing.
- 14) Improving the work force overtime is the aim of
 (A) Recruitment (B) Selection
 (C) Human resource planning (D) Training.
- 15) Training current workers new skills may be best thought of as
 (A) Time consuming (B) Downgrading
 (C) Retraining (D) Inefficient.
- 16) Human resource action programmers are commonly found in which of the following areas
 (A) Labour relations-collective bargaining
 (B) Training development
 (C) Recruitment selection
 (D) All the areas.
- 17) Which is the proper sequence
 (A) Recruiting-selecting-placing-indoctrinating
 (B) Indoctrinating-recruiting-selecting-placing
 (C) Recruiting-selecting-indoctrinating-placing
 (D) Selecting-placing-recruiting- indoctrinating.
- 18) The overall purpose of training development is to
 (A) Increase organizational effectiveness
 (B) Increase profits
 (C) Prenant works obsolescence
 (D) Increase managerial effectiveness.

- 19) How an executive interprets facts and event in accordance with beliefs and assumptions is best described by his
- (A) Administrative acumen
 - (B) Managerial philosophy
 - (C) Executive profile
 - (D) Leadership style.
- 20) From employees point of view, increased benefits are noticed by
- (A) Needs
 - (B) Unions
 - (C) Grievances
 - (D) Common practice.

PART-B (5 X 16 = 80 Marks)

- 21 a) Discuss the evolutions of human resource management and its objectives.

(OR)

- 21 b) (i) List the role of human resource manager. (6)
- (ii) Explain the application of computers in human resource management (10)

- 22 a) Describe the importance of human resource planning with its benefits.

(OR)

- 22 b) Explain how internal and external sources influence the human resource requirement.

- 23 a) Discuss the need of job analysis. List the process of recruitment.

(OR)

- 23 b) Explain the different types of selection process and devices.

- 24 a) Explain the different types of training methods. List out its purpose and benefits.

(OR)

- 24b) Describe the importance of executive development programmes.

- 25 a) Discuss the different theories of motivation.

(OR)

- 25 b) Explain the different methods of performance evaluation.
