

Reg. No. :

**Z 3512**

M.C.A. DEGREE EXAMINATION, MAY/JUNE 2008.

*Elective*

MC 1625 — HUMAN RESOURCE MANAGEMENT

(Regulation 2005)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is Technocrat?
2. Define leadership and write the role and responsibility of a leader.
3. Highlight the importance of employee empowerment.
4. What is the essence of hygiene factor theory?
5. What is employee counseling?
6. Provide the equation of synergism.
7. What is Inspirational Leadership?
8. Define team dynamics at work place and how to identify them.
9. What is the purpose of employee recognition programs?
10. Write a note on team rewards.

PART B — (5 × 16 = 80 marks)

11. (a) Explain various dimensions of transformational leadership and its relevance in the current business scenario.

Or

- (b) Explain the importance of Technical Team Leadership.

12. (a) Discuss the employee-employer relationship and skills required to manage the same in the competitive economy. Explain the significance of motivation with respect to maintain the relationship.

Or

- (b) Explain how individual managers can motivate their employees.
13. (a) Explain the ways of identifying and retaining talent in an organization.

Or

- (b) Explain the process of job analysis and selecting the right candidates.
14. (a) Discuss the nature and role of teams in organizations.

Or

- (b) Discuss the importance of innovation and creative risk taking.
15. (a) Discuss the importance of culture and climate that nurtures innovative team environment.

Or

- (b) Explain how an award /recognition program can be made more effective.
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