

**G 4511**

M.B.A. DEGREE EXAMINATION, MAY/JUNE 2007.

Second Semester

BA 1654 — HUMAN RESOURCE MANAGEMENT

(Regulation 2005)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Point out the factors involved in the systems approach in the study of Human Resource Management.
2. State the essential characteristics of Sound Human Resource Management Policy.
3. What is the significance of Markov Analysis?
4. Define selection. State the pseudo scientific selection methods.
5. What are skills to be possessed by the interviewer for effective way of interviewing others?
6. Bring out the training plan flow chart and point out the objectives of training.
7. What are the steps involved in determining pay rate in view of equity?
8. Point out the Mentor's way of helping the protege.
9. What are the benefits of promotion?
10. Explain briefly the prerequisites of a grievance procedure.

PART B — (5 × 16 = 80 marks)

11. (a) Discuss the factors influencing the future, impacts and changes of HRM in 21st Century. Give examples.

Or

- (b) State and explain the features, functions of HRM and the types, Advantages and obstacles in Administering Personnel Policies.

12. (a) Define Interview. Narrate the objectives, types, guidelines for effective interview and the qualities of a successful interviewer.

Or

- (b) Define the term "Test". Enumerate the purposes, characteristics of psychological tests and the types of psychological tests involved in Employee procurement.

13. (a) What are the stages involved in Executive Development Process? Discuss the ingredients and Paedogogical approaches to techniques of management development and the factors inhibiting Management Development and the objectives of Evaluating Development Programme.

Or

- (b) Distinguish between Training and Education. Describe the Philosophy of Training and the Training need assessment and the objectives to be set to begin meeting training needs.

14. (a) Sketch out the different methods of remuneration and discuss the merits and demerits of time and piece rate systems of wage payment and the essentials of a sound incentive plan.

Or

- (b) Bring out the different career stages and explain the each stage of it. How do people choose career? What are the different career anchors? Explain the career planning process and the important steps behind individual career development.

15. (a) State the objectives of Performance Appraisal methods. Discuss the Performance Appraisal Process, the classification of performance appraisals and highlight the steps involved in BARS and the merits and demerits of 360 degree technique.

Or

- (b) What are the purposes of Internal Mobility? Describe the purposes, types, benefits and problems and the items contained in a systematic transfer policy and the bases of promotion.