

Reg. No. :

Y 1610

M.B.A. DEGREE EXAMINATION, AUGUST/SEPTEMBER 2008.

Second Semester

DBA 1653 --- HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A --- (10 × 2 = 20 marks)

1. Specify the primary objectives of HRM.
2. Why has HR emerged as the most important function of an organisation?
3. Differentiate recruitment from selection.
4. Write a note on internal source of recruitment.
5. Why are employees are hesitant to undergo training?
6. What is knowledge management?
7. Specify the role of HR manager as a mentor.
8. Why do we have pay differences?
9. Is separation essential in India? What are the means for separation?
10. Write briefly on human resource accounting.

PART B --- (5 × 16 = 80 marks)

11. (a) Specify the applications of computers in HR practices today.

Or

- (b) Specify the role of human resource manager in software industry.

12. (a) Discuss the importance of tests in selection process. What are the various types of tests generally used for selection and how do you validate a testing tool?

Or

- (b) What are the difficulties faced in HR planning? Also explain the process of HRP.

13. (a) Discuss the role of institutions in Executive development programmes in India.

Or

- (b) Explain the steps in the process of training programme.

14. (a) What are the steps a human resource department can take to sustain employees in an organisation?

Or

- (b) Define career management. Discuss the role of management and employees for effective career development in an organisation.

15. (a) What is scenario of promotion in India? Discuss your view on this and what is your suggestion for effective performance?

Or

- (b) Discuss various grievance redressal methods adopted in industries.