

**Z 6244**

E. DEGREE EXAMINATION, NOVEMBER/DECEMBER 2006.

*Elective*

Industrial Engineering

IE 1724 — HUMAN RESOURCE MANAGEMENT

(Regulation 2005)

Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Explain what Human Resource Management is?

2. What skills do Human Resource Personnel need?

3. Narrate the importance of Human Resource Planning for an organization.

4. Explain the term Man Power Inventory.

5. What is Job Analysis and its importance for staff selection?

6. Differentiate between Recruitment and Selection.

7. Write about the causes for organizational change.

8. Explain the term knowledge management.

9. Define the term motivation.

10. Name a few methods of performance evaluation.

PART B — (5 × 16 = 80 marks)

1. (a) Discuss the objectives of human resource management, and the roles and activities of company's human resource management function.

Or

(b) Analyse the importance of human resource planning. Explain the main techniques used in human resource planning and forecasting.

12. (a) Discuss the steps in doing a job analysis and the methods of collecting job analysis information.

Or

- (b) Discuss the importance of careful selection of personnel for an organization. List out the tests you could use for employee selection.

13. (a) Describe the main types of selection interviews. List out the factors that affect the usefulness of interview.

Or

- (b) Discuss both traditional and modern training methods and bring out their merits and demerits.

14. (a) What is executive development programme? Discuss the various on-the-job and off-the-job techniques for training and developing managers.

Or

- (b) Describe the basic process for managing organizational change and development.

15. (a) Suggest various appraisal methods available for appraising performance and analyze their merits and demerits.

Or

- (b) Compare Maslow's hierarchy of needs with those of Herzberg's and Alderfer's and McClelland need theories on motivation.