

**Z 4511**

M.B.A. DEGREE EXAMINATION, NOVEMBER/DECEMBER 2006.

Second Semester

BA 1654 — HUMAN RESOURCE MANAGEMENT

(Regulation 2005)

Time : Three hours

Maximum : 100 marks

(Note : Weightage shall be given for explaining the answers)

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is the Equity Theory of Job motivation?
2. Mention the objectives of HRM.
3. State the purpose of medical test in selection.
4. List the modern sources and processes in recruitment.
5. What is Induction Training?
6. What is HR Information System (HRIS)?
7. What is Job Enrichment?
8. Who is a Proteze?
9. What are satisfiers and dissatisfiers?
10. Give the factors that could call for demotion of staff.

PART B — (5 × 16 = 80 marks)

11. (a) Discuss the characteristics of a sound HR policy.

Or

- (b) What are the main HR operational functions? Explain in detail.

12. (a) Why do organisations prefer internal recruitment sources? Discuss.

Or

- (b) What are the different kinds of Aptitude Tests? Describe each one of them.

13. (a) What are the bases on which Training Programs are evaluated? Explain.

Or

- (b) Give the steps to a successful EDP and describe each one.

14. (a) What are the various Financial and Non Financial Incentives? Discuss.

Or

- (b) What are the mentoring functions? Explain.

15. (a) Describe the different methods of performance evaluation.

Or

- (b) What are the measures to reduce resistance to controls? Discuss.