



M.E DEGREE EXAMINATIONS: JUNE 2015

(Regulation 2014)

Second Semester

INDUSTRIAL ENGINEERING

P14IETE16: Human Resource Management

Time: Three Hours

Maximum Marks: 100

Answer all the Questions:-

PART A (10 x 1 = 10 Marks)

1. Match list 1 (words used in definition of human resource management) with list 2 [K₂] (corresponding explanation) and select the correct answer based on the codes.

List 1		List 2	
A	Planning	1.	This is bringing together individual and organizational interests
B	Directing	2.	Getting the proper kind and size of personnel necessary to achieve company goals
C	Procurement	3.	This is making employees to go to work willingly and work effectively
D	Integration	4.	This is determining personnel programmes in advance

Codes:

- | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|
| a) | A | B | C | D | b) | A | B | C | D |
| | 4 | 3 | 1 | 2 | | 4 | 3 | 2 | 1 |
| c) | A | B | C | D | d) | A | B | C | D |
| | 4 | 2 | 1 | 3 | | 3 | 4 | 1 | 2 |

2. Consider the following statements. [K₂]

1. Job analysis is to be conducted to find the quality of people needed
2. Quantity of personnel needed is to be determined
3. An employer requisition needs to be created
4. The demand and supply of man power is to be determined.

Which of the above statements are related to “Human Resource Planning”

- | | | | |
|----|---------|----|-------|
| a) | 1,2,3,4 | b) | 1,2,3 |
| c) | 1,2,4 | d) | 2,3,4 |

3. The following are the steps in the process of placing people in human resource management: [K₂]

1. Selection
2. Recruitment
3. Issue of order
4. Induction

Select the right sequence of the process.

16. Discuss how do social factors affect the manpower environment? [K₂]
17. List the internal and external factors that affect recruitment in an organization. [K₂]
18. In order to train a draftsman or tool marker, apprentice training is proposed. Make your critical comments and spell out your judgment. [K₅]
19. List the traditional and modern methods of performance appraisal. [K₁]
20. Discuss how is “Quality of Working Life (QWL)” a strong motivational technique? [K₂]

PART C (10 x 5 = 50 Marks)

21. State five examples for human resource policies. [K₂]
22. As a manpower planner for a job order production fabrication workshop, list the external environmental factors to be considered in manpower planning. [K₃]
23. List and explain the internal source for the position of Assistant Marketing Manager in a firm that deals with an ozone generating household product that cleans (removes pesticides) fruits and vegetables. [K₃]
24. Draw the model procedure for effective personnel selection and apply it for selection of a training manager position. [K₃]
25. Distinguish job evaluation and merit rating. [K₄]
26. Draw the block diagram showing Victor Vroom’s expectancy theory (VIE theory of work motivation). [K₂]
27. With a suitable diagram compare Maslow’s motivational theory with Herzberg’s theory. [K₄]
28. Compare orientation training with that of on-the- job training. [K₄]
29. Draw a block diagram showing the manpower planning process. [K₂]
30. Draw an interview evaluation form for the post of professor in an engineering college. [K₃]

PART D (2 x 10 = 20 Marks)

31. Compare the features of motivational theory X and theory Y and pass critical comments on their suitability for using them on workers of a manufacturing unit in Chennai and spell out your decision on the theory for use. [K₃]
32. State the meaning of “Performance appraisal” and explain how to apply “Paired Comparison Method” to appraise employees. [K₃]
