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**Question Paper Code : 85510**

M.B.A. DEGREE EXAMINATION, FEBRUARY 2012.

Second Semester

DBA 1653 — HUMAN RESOURCE MANAGEMENT

(Regulation 2007/2009)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. Differentiate personnel management and HRM.
2. Mention the major objectives of HRM.
3. What are the prerequisites for conducting tests for selection?
4. Specify the advantages of HRP.
5. Define knowledge workers.
6. Specify the purpose of on-the job training.
7. Define motivation.
8. What do you mean by career path?
9. Name the activities based on performance appraisal.
10. Define grievance.

PART B — (5 × 16 = 80 marks)

11. (a) (i) Elaborate the evolution of HRM. (8)
- (ii) Explain the position of HR department in an organisation. (8)

Or

- (b) Elaborate the roles of HR manager.

12. (a) Explain the process of human resource planning.

Or

(b) Discuss the sources of recruitment mainly adopted by MNCs today.

13. (a) List and explain the steps in management development programme. Also explain any two methods of EDP.

Or

(b) Elaborate the subsystems in HRD mechanisms.

14. (a) Discuss various tools for career development. Also differentiate career planning and succession planning.

Or

(b) Elaborate achievement motivation theory and its implication.

15. (a) Explain the process of performance appraisal and explain any two modern techniques.

Or

(b) "Collective bargaining is an effective tool for grievance redressal". Explain the process of collective bargaining.