

**Avinashilingam Institute for Home Science and Higher Education for Women
(Deemed to be University) Coimbatore-641043.**

**Master's Degree Examination – November 2018
III Semester**

**Class : II PG
Major : Applied Psychology**

**Time: 3 hours
Max. Marks: 60**

17MAPC17 HUMAN RESOURCE MANAGEMENT

Part A

10 x 1/2 = 5

Choose the correct answer

1. The process of searching prospective workers and stimulating them to apply for jobs in the organization is
 - a. Placement
 - b. Recruitment
 - c. Selection
 - d. None of the above
2. The method of employee being sent through different jobs for wider exposure is
 - a. Internship training
 - b. Vestibule school
 - c. Job rotation
 - d. None of the above
3. Employee moving to a position higher than the formerly occupied
 - a. Promotion
 - b. Job change
 - c. Transfer
 - d. Training
4. Demotion is necessary
 - a. When a firm curtailed its operations
 - b. When it is used as a tool of disciplinary action
 - c. When correction is needed on errors in promotion
 - d. All of the above
5. Minimum qualification required to do a job is prescribed in
 - a. Job evaluation
 - b. Job description
 - c. Job specification
 - d. Job analysis
6. The main objective of HR planning is to
 - a. Forecast the future human resource needs
 - b. Establish recruitment levels
 - c. Ensure existing human resource use
 - d. Enable productivity bargaining
7. Formal and detailed study of jobs
 - a. Job analysis
 - b. Job evaluation
 - c. Job design
 - d. Job specification
8. Permanent termination of an employee's services is known as
 - a. Retirement
 - b. Retrenchment
 - c. Dismissal
 - d. Resignation
9. Job satisfaction indicates
 - a. High morale
 - b. High wages
 - c. Low morale
 - d. Low wages
10. General attitude of an employee towards his job is known as
 - a. Profit
 - b. Job satisfaction
 - c. Communication
 - d. Appraisal

Part B

5 x 4 = 20

Answer ALL questions

Each answer should not exceed 200 words or one page

- 11.a. Briefly mention about the importance of human resource management.
(Or)
- 11.b. Write short note on role of personnel manager.
- 12.a. Briefly mention about the five basic steps of a job analysis.
(Or)
- 12.b. Write short note on theories of recruitment.
- 13.a. Explain about training evaluation.
(Or)
- 13.b. Explain about the approaches of performance appraisal.
- 14.a. Briefly mention about the payment for time not worked.
(Or)
- 14.b. Point out the ill-effects of incentive systems.
- 15.a. Comment on 'employee dismissal'.
(Or)
- 15.b. Briefly mention about the common workplace injuries and diseases.

Part C

5 x 7 = 35

Answer ALL questions

Each answer should not exceed 600 words or three pages

- 16.a. Give a detailed account on major trends relevant to HRM.
(Or)
- 16.b. Elaborate on activities of human resource management.
- 17.a. Describe the sources of recruitment. (Or)
- 17.b. Write a detailed note on essentials and steps involved in selection procedure.
- 18.a. Discuss the need for training of employees of an organization.
(Or)
- 18.b. Explain about the problems of appraisal in detail.
- 19.a. Elucidate on employee services. (Or)
- 19.b. Describe the special features and objectives of fringe benefits.
- 20.a. Enumerate on the programmes to reduce accidents at work.(Or)
- 20.b. Illustrate the contemporary issues related to health and safety.