

**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

Max Time: 3hours

Major: Commerce

Max Marks: 60

17MCOC16 Human Resources Management

Part-A

10 X ½ = 5 Marks

Choose the correct answer

1. ----- is the tool through which organizational development can be implemented
a, Training and development b, Human resource management
c, Out sourcing d, Human resource research
2. Safety policy is a part of ----- function of Human resource management
a, Managerial b, operational c, strategical d, Developmental
3. The process of forecasting an organizations future demand for, and supply of the right type of people in the right number is called
a, Recruitment b, Human resource planning
c, Human capital management d, Human resource management
4. The following are the factors which come under " Work planning" that is component systems of Human resource development.
a, Contextual analysis b, Role analysis
c, Performance appraisal d, All of the above
5. Under training and development plan, the form is to be in _____ form.
a, Duplicate b, Structured c, Detailed d, None of the above
6. A manger may delegate any of the following except
a, Authority b, Work load
c, Responsibility d, Attendance at meeting to represent the department
7. The _____ programme once installed must be continued on a permanent basis.
a, Job evaluation b, Training and development c, Recruitment d, All of the above
8. For closure, every worker is to be compensated with _____ average pay every year of service completed.
a, 15 days b, 20 days c, 25 days d, 30 days
9. Kind of bargaining issues that are related to certain Jobs and are nor mandatory are classified as
a, Illegal issues b, Permissive issues
c, Non permissive issues d, Provisional issues
10. Way in which organizations facilitate conflict integration is to establish
a, Lateral relations b, Former relation c, Formal relation d, Basic relative relations

Part B

5 x 4 = 20

Answer ALL questions

Each answer should not exceed 200 words or one page

- 11.a, How to plan structure of HR department
(Or)
11.b, Describe the relations between Organization development and Human Resource
- 12.a, What is Selection and What methods are followed in selection system ?
(Or)
12.b, What is HRIS ? How to maintain HRIS in the organization ?
- 13.a, What do you mean by evaluation of Training programme ?
(Or)
13.b, How to develop a network which helps out in Career development ?
- 14.a, Why Job Evaluation is important for an organization?
(Or)
14.b, Explain the different approaches to managing Stress
- 15.a, Mention different stages of Conflicts.
(Or)
15.b, Which factors are required for an effective Disciplinary action?

Part C

5 x 7 = 35

Answer ALL questions

Each answer should not exceed 600 words or three pages

16. a, What is HRM and explain its functions
(Or)
16.b, Explain the Role of government on HR activities
- 17.a, What are the benefits of Performance Appraisal to the employee ? Who can be an appraiser?
(Or)
17.b, What is Man Power Planning and What are the prerequisite for successful Man Power Planning
- 18.a, What are the major differences between Training and Development
(Or)
18.b, What is Promotion and What are the bases of Promotion ?
- 19.a, What factor do you consider while developing new compensation packages and salary slabs
(Or)
19.b, What is Motivation and explain Maslow's motivations of Hierarchy of needs.
- 20.a, Explain in detail the guidelines that should be followed to make Collective Bargaining a success
(Or)
20.b, What are the rights and privileges of a Trade Union ?