MBA 08 R

M.B.A. DEGREE EXAMINATION, JUNE 2013.

Second Semester

General, Finance, Marketing, HRM, IB, RM, Tourism

Paper VIII — HUMAN RESOURCES MANAGEMENT

(2012-2013 Batch onwards)

Time : Three hours Maximum : 100 marks

SECTION A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What are the Qualities of a Human Resource Manager?

2. What are the various Techniques of Recruitment?

3. What are the criteria of Performance Appraisal?

4. Describe the stages involved in carrier development cycle.

5. What is motivation? Discuss the different methods of motivation.

6. What are the training and development facilities in India?
Process
What are the steps involved in management development?

14. What do you mean by management development?

Information system
What are the process involved in human resources

13. Explain "human resources Information system." 

Determination of central government employees
What are the principles and methods of wage

12. Determination of vacancies
Reference to statutory provision for compulsory industrial organization in India? Explain with

11. What are the sources of manpower supply for an

Satisfaction: How are both related to productivity?
What is morale? How does it differ from job

10. Hierarchy theory
Define motivation. Explain Maslow's theory need

9. Write any five questions.

SECTION B — (9 x 10 = 90 marks)

Organizational factors that cause stress
What is stress? Explain the personal and

8. Define job evaluation. What are the steps involved

7.
(c) Should IIL agree to offer HRD scheme to executives of all disciplines?

(d) Should IIL enlarge the scope of the scheme to include undergraduate employees for taking admission to diploma/degree courses offered by various national institutions?

15. Describe the present trade union pattern in our country. What suggestion would you give to develop the movement on health lines?

16. “Participation of workers in management is claimed to usher in an era of industrial democracy” — Comment.

SECTION C — (1 × 20 = 20 marks)

Compulsory.

17. Case Study:
Indian industries Limited (IIL), a large public limited company, has recently embarked on technology up gradation through foreign collaboration, is keen on developing human resources, and in pursuance of this objective had adopted a policy to financially support executives and supervisors to enrol for recognised post — graduate professional courses in engineering technology only. The financial support is towards reimbursement of tuition on the examination fees.

IIL has about 1000 executives and supervisors and of these 650 belong to engineering discipline. It has a computer and data processing unit which employs 25 professionals.
Under HRD Scheme?
Bond by employees who avail the benefits
Should III insist on execution of a 5-year
organizational
status to enable him to stay in the
Should Ram I be given a raise in
Questions:
employees?
Even at the graduate level (for undergraduate
disciplines for all recognized professional courses
that the scheme be available to all they avail of the III scheme. They also suggest
since a bond to serve the organization for 5 years it
Some executives suggest that III be required to

and seniority only.
Graduation in science and salary on performance
executives of III who insist that any up
executives of III while insisting that the organization. But this would displease other
the organization. But this would displease other
associated with an activity so very important for
leave the organization particularly because he was
MR. Ram I do not wish to let Ram I red
emoluments. III does not wish to let Ram I red
employment. III does not wish to let Ram I red
former of the organization had said that most of the III executives

and it so happens that most of the III engineers
and III executives are required to take admission
The III professionals have welcomed the HRD

Progressive assignment on computer
He has been entrusted a responsible and
He is a promising executive of the organization
Master degree in computer application (MCA) and
sanctioned under III scheme. Get admission to

progressional.

Disparity:

inter-departmental III and organizational

administration test. The situation has contributed to
exercises which constitute an important part of
their combined association with mathematical

age of the computer personnel and also performs
executives for the total of 7 selected in a year).

executives in computer division (an average of 7computer
executives selected for employment belong to the
executives selected for employment belong to the

and it so happens that most of the III engineers

and even the non-enthusiastic professionals

The III professionals have welcomed the HRD