

M.H.R.M. First Year

Paper I — PERSPECTIVES OF MANAGEMENT

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Define the management. Explain nature and importance of the management.
2. Discuss the universality of management principles.
3. What is management and explain various approaches to its study?
4. Write a note on decision making process.
5. How the organisation and methods helps the organisation to improve its efficiency?
6. Describe the organisation and functions of the Board of Directors.
7. Explain the principles of the organisation.
8. Write about promotion system in India.
9. Critically evaluate the leadership in the Management.
10. Write short notes on any THREE of the following :
 - (a) Management v/s Administration.
 - (b) Strategies of planning.
 - (c) Decision tree Analysis.
 - (d) Span of control.
 - (e) Barriers of Communication.

Paper II — HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Write an essay on nature, scope and importance of HRM.
2. Critically examine the methods and procedures of job analysis.
3. What is HR planning? and write a note on its importance.
4. What are the recent trends in sources and methods of recruitment?
5. Write a note on importance of selection and placement of employees in an organisation.
6. Critically examine the concept of performance appraisal.
7. Write a note on importance of HRD in HRM.
8. Write an essay on Training and employees learning.
9. Define the concept of compensation and examine the policies of employee compensation.
10. Critically examine importance and relevance of concept of collective bargaining.

Paper III — LABOUR WELFARE AND SOCIAL SECURITY

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

11. Explain the philosophy and principles of labour welfare.
12. Explain labour welfare policies of India.
13. Describe about the Agencies of labour welfare and their role in labour welfare development.
14. Write an essay on Labour Welfare Officer.
15. Explain about the central labour Administrative Machinery of our country.
16. Write a note on labour Administration system in the state of Andhra Pradesh.

17. Comment on social security measures of India.
 18. Explain the role and working of Central Board for Worker's Education in India.
 19. Write an essay on ESI schemes of India.
 20. Write short note on the following :
 - (a) International Labour Organisation.
 - (b) Factory advice service.
 - (c) Social security measures for industrial employees.
-

Paper IV — ORGANISATIONAL BEHAVIOUR

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. How organisational behaviour occupies an important position in organisations? What are its main approaches?
 2. Describe the important personality factors and how are they determining the behaviour of employees in organisations.
 3. What is job satisfaction? What measures are taken to ensure it in organisation?
 4. What are attitudes? How are they playing a major role in moulding the behaviour of an employee?
 5. Define "Defence Mechanisms" and give a detailed sketch on How they effect the "Work life" in an organisation.
 6. Critically examine the motivational theory of Maslow.
 7. What is job enrichment? How it effect the work pattern of organisation?
 8. Elucidate the theories of leadership and what measures do you suggest to evolve an ideal leadership?
 9. What is organisational culture? Explain its protective measures in the institution.
 10. Write short notes on any THREE of the following :
 - (a) Human relations movement
 - (b) Force field analysis
 - (c) Industrial conflicts
 - (d) Job enlargement
-

Paper V — EMPLOYEE COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the meaning, concept and significance of compensation.
 2. Define wage concept. Explain the importance of wage theories.
 3. What is wage determination? Explain the role of pay commission.
 4. Critically examine the functioning of collective bargaining method.
 5. Discuss the specific provisions relating to wage components.
 6. Explain the principles and norms of wage fixation.
 7. Differentiate the incentive principles from incentive procedures.
 8. Discuss the process of determining wage incentive systems in India.
 9. Explain the recent trends in Managerial Compensation.
 10. Critically examine the role of MNC's in Compensation Management.
-