

(DMHR 01)

M.H.R.M. (Previous) DEGREE EXAMINATION, DECEMBER 2008.**First Year****Master of Human Resource Management****Paper I — PERSPECTIVES OF MANAGEMENT****Time : Three hours****Maximum : 75 marks****Answer any FIVE questions.****All questions carry equal marks.**

1. Define management. Explain the different approaches of management.
2. Discuss the role of Internal and External environment forces in Indian Industry.
3. What is planning? Explain the types of planning.
4. State the functions and objectives of management by objectives.
5. Discuss the duties and responsibilities of directors.
6. What is Staffing? Differentiate between line and staff conflict.
7. State the different elements of directing and its advantages.
8. Define leadership. Explain the different styles of leadership.
9. Discuss the need and concept of social Responsibility of business.
10. State the strengths and weakness of PERT and CPM.

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M.H.R.M. (Previous) DEGREE EXAMINATION, DECEMBER 2008.**First Year****Master of Human Resource Management****Paper II — HUMAN RESOURCE MANAGEMENT****Time : Three hours****Maximum : 75 marks****Answer any FIVE questions.****All questions carry equal marks.**

1. What is HRM? Explain the functions of human resource department.
2. Explain the concept and legacy of Human Resource Management.
3. Explain the role of inventory and replacement chart.
4. Define HRP. Discuss its importance and scope.

5. What is Job Analysis? Explain the different types of Job Analysis.
6. Differentiate between job description and specifications.
7. Discuss about different sources of Recruitment.
8. Briefly explain different techniques of selection.
9. What is promotion? Is it compulsory? Discuss.
10. Explain the process involved in the evaluation of training programmes.

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First Year

Master of Human Resource Management

Paper III — LABOUR WELFARE AND SOCIAL SECURITY

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the concept and scope of labour welfare.
2. Discuss about labour welfare policy in India.
3. Explain the role and functions of welfare officers.
4. Explain the impact of ILO on labour welfare in India.
5. What is social security? Explain its concept and scope.
6. What are the social security measures implemented in favour of workers in India?
7. Discuss the strengths and weakness of labour administration in A.P.
8. Explain the impact of central labour administrative machinery in India.
9. Define ESI. Explain the different types of ESI schemes.
10. Explain the growth and development of central board for worker's education.

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First Year

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Paper IV — ORGANISATIONAL BEHAVIOUR

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the concept and scope of organisational behaviour.
2. State the functions and elements of organisational behaviour.
3. Explain how attitudes influence the employees in Job specification and organisational goals.
4. Differentiate between individual behaviour and group behaviour. Discuss with examples.
5. Define Motivation. Explain the different types of motivations and motives.
6. Discuss the theories of Maslow and Herzberg.
7. Explain the role of classical studies on leadership in organisational behaviour.
8. What are the causes for stress and explain how to overcome the stress?
9. Give an account of organisational development in India.
10. What is the importance of communication in organisation? How it is useful for effective leadership?

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Paper V — EMPLOYEE COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Define living wage. Differentiate between fair wage and living wages.
2. Discuss the different types of wage policies in India.
3. What is wage determination? Discuss the different methods of wage determination.
4. What is meant by Job evaluation? Briefly explain various techniques of job evaluation
5. What are wage components? Explain with examples.
6. Explain the principles and norms of wage fixation.

7. Critically examine the need for the implementation of incentives in Indian Industry.
 8. Explain the growth and development of wage incentive systems in India.
 9. Explain the role of H.R. departments in compensation management.
 10. State the recent trends in managerial compensation in India.
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