

Questions :

- (a) How should this problem be handled?
- (b) Is there any need to revise its job evaluation programme?
- (c) How should management deal with the reactions of other workers if it decides to increase for day wages but not other wages?

MBAC 2003/MBLC 1004

M.B.A. DEGREE EXAMINATION,
DECEMBER 2016/JANUARY 2017.

Fourth Semester

General

Paper VIII — HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What do you mean by Human Resource Management? Explain its importance.
2. What are the functions of Human Resource Information System?
3. What is meant by delegation? Explain the principles of Delegation.
4. What are factors contribute to morale? Explain the indices of low morale.
5. What is meant by Collective bargaining? State the importance of collective bargaining.

6. What do you mean by outsourcing? State the basic services offered by HR outsourcing firms.
7. What are the importance of labour productivity?
8. Define Recruitment. Explain the factors affecting recruitment policy of a company.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Describe the functions of HRM.
10. Discuss the various methods of performance appraisal.
11. Describe the different types of training methods. Highlight the purposes of training in an organization.
12. Discuss the objectives and procedure of job evaluation.
13. Discuss the characteristics and functions of Trade union Movement in India.
14. Explain in detail the process of selection with significance of each process.

15. Explain the different forms of Workers' Participation in India.
16. What is work stress management? What are its various types? Explain the different sources of stress.

PART C — (1 × 20 = 20 marks)

(Compulsory)

17. The foundry has always been regarded as one of the worst places to work in Bhim Steel Manufacturing Co. The work in foundry was hot, dirty, and heavy. Brawn rather than brain is considered the chief requirement to get the job done. Yet according to the job evaluation plan "physical ability" and "working conditions" are weighted relatively lower than "responsibility", "training" and "skill". As a consequence, most of the foundry jobs are rated at the bottom of the wage scale. In recent years it has been increasingly difficult to get men for working in the foundry. Management has had to take men who could not get jobs elsewhere-thus further lowering the already low social status of the foundry in the eyes of other men in the plant. The whole matter has now reached a crisis. There are now sixteen vacancies in the foundry and it is impossible to hire new men at the evaluated rate.