

**MBHR 4001**

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.

Fourth Semester

Human Resource Management

**ORGANIZATIONAL DEVELOPMENT AND CHANGE**

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. What is organizational change? What are the features of organizational changes?
2. Write about planned changes.
3. What is the process of planned change?
4. Explain the three stages comprising in actions for change.
5. Write the role of internal change agents.
6. Explain the features of organizational development.
7. Explain the role of organizational development.
8. Explain the objectives of sensitivity training.



PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Explain the factors in organizational change.
10. Explain the objectives of planned change.
11. Write in detail about the factors in resistance to change.
12. How to overcoming resistance to change?
13. Explain the stages of organizational growth.
14. Explain the problems in organizational development.
15. Write the process of organizational development.
16. Explain the process of GRID training.

PART C — (1 × 20 = 20 marks)

17. Compulsory.

Ajay India (P) Ltd. One of the textile manufacturers from Mysore find it difficult to attain their organizational objectives for the last five years. Mr. Surdir Vice president, Human Resource of the company has appointed Mr. Yuvan, a famous OD consultant for further

intervention. After studying the company, Mr. Surdir has decided to go for 'survey feedback' among the employees for further intervention.

- (a) Is Mr. Surdir right in his approach?
- (b) How can he proceed further?

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**MBHR 4002/MBLH 4002**

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.

Fourth Semester

Human Resource Management

HUMAN RESOURCE ACCOUNTING

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the objectives of Human Resource Accounting.
2. What are the weaknesses of the HR accounting?
3. Write about 'modern market theory'.
4. Write about 'Human Capital Investment'.
5. Explain the 'Five-Dimensional Model'.
6. Write about organizational behaviour and turn over.
7. Explain the classifications of costs in Hr accounting.
8. What is Hr auditing?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Explain the approaches to HR accounting.
10. Summarize the uses of Human Resource Accounting.
11. Describe the characteristics of HR planning.
12. Explain the Management Control Structure and Process.
13. Explain the procedure for HR recruitment.
14. Write about behavioral aspects of Management control.
15. Write about performance appraisal and training.
16. Write a note on 'HRA software'.
17. Compulsory.  
Discuss the role of Human Resource Accounting in Indian Industrial organizations.

PART C — (1 × 20 = 20 marks)



**MBHR 4003/MBLH 4003**

**M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.**

**Fourth Semester**

**Human Resource Management**

**COMPENSATION MANAGEMENT**

**Time : Three hours**

**Maximum : 100 marks**

**PART A — (5 × 6 = 30 marks)**

**Answer any FIVE questions.**

**All questions carry equal marks.**

1. Define 'compensation'. Describe the objectives of compensation.
2. Explain the compensation functions.
3. Explain the aims of compensation policy.
4. Write about the concept of wages.
5. Explain the objectives of incentive plans.
6. Write the elements of executive compensation.
7. Write the merits of employee benefit programmes.
8. Write about benefit packages.



PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Explain the various types of compensations.
10. Write the theories of compensations.
11. Explain various kinds of pay structure.
12. Explain the criticisms of Executive Compensation.
13. Explain the wage incentive planning process.
14. Discuss the methods of rewarding of sales personnel.
15. Elaborate the legal constraints on pay system.
16. Analyse the 'wage structure in India'.

PART C — (1 × 20 = 20 marks)

17. Compulsory.

The National Bank has just decided to open a branch in town "A", which is an exclusive resort located about 40 kms. away from a large city "B". There is no bank in that town. The National Bank is anxious to determine the appropriate salary for

the clerical staff it expects to recruit. Clerks in the bank's offices in the neighboring town "S" receive a starting salary of Rs. 15,000 p.m. The higher salary in town "A" may be attributed in part to the substantial higher cost of living, the limited number of people seeking employment and the fact that there are no other banks. Banks in the town "B" have traditionally paid lesser salaries than other establishments, on the ground that banks offer better working conditions and higher dignity.

Discussion Questions :

- (a) What should be the salary structure for the clerical staff in the National Bank?
- (b) If there is a difference in pay scales in two different locations, how can the bank justify the same?



**MBHR 4004/MBLH 4004**

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.

Fourth Semester

Human Resource Management

**Paper XIX — HUMAN RESOURCE INFORMATION  
SYSTEM**

Time : Three hours

Maximum : 100 marks

**PART A — (5 × 6 = 30 marks)**

Answer any FIVE questions out of Eight questions

1. What is ERP? What are its uses?
2. Mention the division/classification of oracle applications software modules.
3. What are the main characteristics of a management information system?
4. Narrate the goals of security management
5. Explain the four major reporting alternatives provided by MIS to managers.

6. Explain three major components of I.T. Planning process.

7. Narrate the four basic types of analytical modeling activities of decision support system.

8. State the important aspects of the security of the use of IT in business.

PART B — ( $5 \times 10 = 50$  marks)

Answer any FIVE questions out of Eight questions

9. Discuss the direct and indirect advantages of an ERP system.

10. Describe the support of HRIS for the effective and efficient use of the HRM.

11. Elucidate the pattern of support exercised by information technology for levels of managerial decision making.

12. Enumerate the Ethical principles, help to evaluate the potential harms (or) risks of the use of new technologies in business.

13. Discuss the health issues arise when IT used in the work place.

14. Discuss the importance of HR for the efficient utilization of information technology.

15. Elucidate the basic functions of an operating system.

16. Discuss the major differences between information system and Data processing system.

PART C — ( $1 \times 20 = 20$  marks)

Compulsory

Case Study:

17. Prepare a HRIS for an IT company of your choice. Clearly state assumptions.



**MBHR 4005/MBLH 4005**

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.

Fourth Semester

Human Resource Management

GLOBAL HR PRACTICES

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions

All questions carry equal marks.

1. What are the Global factors affecting international HRM?
2. Write the difference between Global HR and domestic HR.
3. Write the reasons for the growth of Global HRM.
4. Write about cross culture management in Global HR practice.
5. Explain the factors that affecting global human resource planning.



6. What are the stages comprising in action for global HR change?

7. Write the role of international change agents in Global HR practice.

8. Write about Eastern Management Thought for global management.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Explain the features of global HR practices.

10. What are the challenges facing global HRM?

11. Explain the three specific approaches available for recruiting employees.

12. Explain the benefits of HR planning.

13. Explain the features of Good recruitment policy.

14. Write the objectives of planned change in global HR.

15. Write about incentives and compensation package.

16. Explain the quality performance in knowledge based organization.

PART C — (1 × 20 = 20 marks)

Compulsory :-

17. Write an essay on the future of global HR practices in the context of globalization.