

M COM DEGREE END SEMESTER EXAMINATION MAY - 2015

SEMESTER - 2

COURSE: P2COMT09 - HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 75

PART A

Answer **all** questions. Each question carries **two marks**.

1. Define human resource management?
2. Define the concept of "personnel policies".
3. What do you understand by human resource planning?
4. What is job enrichment?
5. What is remedial training?
6. What do you mean by Retraining?
7. What do you mean by HRD?
8. What do you mean by MBO?
9. What do you mean by autocratic leader?
10. What do you mean by morale?

(2 x 10 = 20)

PART B

Answer any **five** questions. Each question carries **five marks**.

11. What is the strategic role of HRM?
12. Explain the benefits of manpower planning to an enterprise?
13. Describe the techniques used for analyzing jobs.
14. How can the effectiveness of a training programme be evaluated?
15. What are the objectives of career planning?
16. Explain the requirements of effective counseling.
17. What do you mean by demotion? Under what circumstances can it be resorted to?
18. Define labour turnover. What are the causes of labour turnover?

(5 x 5 = 25)

PART C

Answer any **two** questions. Each question carries **15 marks**.

19. Explain various steps involved in the selection of personnel?
20. What are the steps involved in the successful implementation of HRD?
21. Critically analyze 'Herzberg's Motivation-Hygiene' Theory.
22. "Leadership is situational". In the light of this statement discuss the various theories of leadership in brief.

(15 x 2 = 30)