

M. A. DEGREE END SEMESTER EXAMINATION- MARCH 2025**SEMESTER 4 : SOCIOLOGY****COURSE : 21P4SOCT18 : HUMAN RESOURCE MANAGEMENT***(For Regular - 2023 Admission and Supplementary 2022/2021 Admissions)*

Duration : Three Hours

Max. Weights: 30

PART A**Answer any 8 questions****Weight: 1**

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| 1. | What is expert forecasts? | (U, CO 2) |
| 2. | Define gossip network. | (R, CO 1) |
| 3. | What is a Group Discussion? | (U, CO 2, CO 3) |
| 4. | Define upward feedback. | (U, CO 2) |
| 5. | Define what is team management. | (U, CO 1, CO 2) |
| 6. | Define feedback loop. | (U, CO 2) |
| 7. | Define what is organisation man management. | (U, CO 2) |
| 8. | What is the paternalistic principle in management? | (U, CO 2, CO 3) |
| 9. | Write on Training and development of employees in a firm | (E, CO 2, CO 3) |
| 10. | Define career planning. | (U, CO 1, CO 3) |
| | | (1 x 8 = 8) |

PART B**Answer any 6 questions****Weights: 2**

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| 11. | HRM is a subsystem in an umbrella system of an organisation. Substantiate with the systems approach in HRM. | (An, CO 2, CO 3) |
| 12. | Work was an obligation for the veterans , an adventure for the baby boomers , a contract for generation X and a means to an end for generation Y. Elucidate. | (E, CO 2, CO 3) |
| 13. | Executive education programs tend to focus on specific leadership skills. Explain the significance of EE in increasing the productivity of the organisation. | (An, CO 3) |
| 14. | Give a note on the internal and external factors affecting recruitment. | (An, CO 3) |
| 15. | What are the purposes of Performance Appraisal? | (E, CO 2, CO 4) |
| 16. | The basic premise of group dynamics is that the whole is greater than the parts. Substantiate by explaining group dynamics. | (E, CO 2, CO 3) |
| 17. | Evaluate the sources of job satisfaction. | (E, CO 2, CO 3) |
| 18. | Write a short essay on the 14 points of TQM enunciated by Edward Demings. | (An, CO 2, CO 3) |
| | | (2 x 6 = 12) |

PART C
Answer any 2 questions

Weights: 5

19. Women professionals lead the HR domain with a ratio of 40:60 in favour of women, as per a survey by India Today. What can be the reasons according to you? (An, CO 4)
 20. Flexi work time enhance the employee performance. Discuss with suitable example. (E, CO 3)
 21. What is the 'Toyota Way'? Explain with precise examples . (E, CO 1, CO 2)
 22. Evaluate the relationship between performance appraisal and the growth of the company. (E, CO 2, CO 3)
- (5 x 2 = 10)**

OBE: Questions to Course Outcome Mapping

CO	Course Outcome Description	CL	Questions	Total Wt.
CO 1	Design an overview on human resource management and explore the scope of manpower planning	U	2, 5, 10, 21	8
CO 2	Comparative investigation of the various process like recruitment, selection and placement	An	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 15, 16, 17, 18, 21, 22	30
CO 3	Examine various factors affecting performance appraisal	E	3, 8, 9, 10, 11, 12, 13, 14, 16, 17, 18, 20, 22	28
CO 4	Develop Communication Skills and self - management skills on a continuous and sustained basis	Cr	15, 19	7

Cognitive Level (CL): Cr - CREATE; E - EVALUATE; An - ANALYZE; A - APPLY; U - UNDERSTAND; R - REMEMBER;