

M. A. DEGREE END SEMESTER EXAMINATION – MARCH 2026**SEMESTER – 4: SOCIOLOGY****COURSE: 24P4SOCT18: HUMAN RESOURCE MANAGEMENT***(Regular 2024 Admission)*

Time: Three Hours

Max. Weights: 30

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

1. Define macro HRM. (R, CO1)
 2. What is contingency theory of leadership? (R, CO4)
 3. Define lateral communication. (R, CO4)
 4. Define team building. (R, CO1, CO4)
 5. What is job rotation? (R, CO1)
 6. Define executive education. (R, CO1)
 7. What is e-recruitment? (R, CO2)
 8. Define induction. (R, CO2)
 9. Define job satisfaction. (R, CO3)
 10. What is incentive? (R, CO3)
- (1 x 8 = 8)**

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

11. Discuss the nature and scope of HRM. (U, CO1)
12. Explain communication models and barriers in organisations. (An, CO4)
13. Differentiate between short-term and long-term manpower planning. (An, CO1)
14. Examine supervisory training and its organisational relevance. (An, CO1, CO4)
15. Explain job analysis and job specification. (U, CO2)
16. Discuss strategies for attracting and retaining top talent. (An, CO2)
17. Discuss training and development of various categories of personnel. (U, CO3)
18. Evaluate employee compensation management techniques. (E, CO3)

(2 x 6 = 12)

PART C

Answer any 2 questions

Weights: 5

- | | |
|---|----------------|
| 19. Analyse group dynamics and team development in organisational settings. | (An, CO1, CO4) |
| 20. Critically evaluate succession planning in family and professionally managed organisations. | (E, CO1) |
| 21. Examine selection procedures, including tests, interviews and group discussion. | (An, CO2) |
| 22. Evaluate the impact of performance appraisal on organisational growth. | (E, CO3) |

(5 x 2 = 10)