

“QUESTION PAPER MUST BE ATTACHED ALONGWITH THE ANSWER BOOK.”

LG-90

November, 2016

HUMAN RESOURCES MANAGEMENT

Reg. No.

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[Time : 3 Hours]

[Total Marks: 100]

Answer **EIGHT** questions only. Question number **10** is compulsory which carries 16 marks.
Any **7** questions from Q. No. **1** to Q. No. **9** which carries **12** marks each

- | | Marks |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| Q.1. Discuss any three of the following concepts from the point of an organization. | 4 each |
| a) Case study as a training method | |
| b) Systems approach to management | |
| c) Succession Planning | |
| d) Job Description | |
| Q.2. What do you understand from the following terminologies? (Any three): | 4 each |
| a) Leading | |
| b) Wages by Point Method | |
| c) Flexi Time of motivation | |
| d) Johari Window | |
| Q.3. Write Short Notes on (Any three) : | 4 each |
| a) Career Development | |
| b) Managerial levels and skills | |
| c) Performance appraisal | |
| d) Grievance handling | |
| Q.4. Distinguish between the following (Any two): | 6 each |
| a) Mentoring & Counselling | |
| b) Delegation & Control | |
| c) Consensus & Unanimity | |
| Q.5. Answer (Any two) : | 6 each |
| a) Describe the various components of art of Leadership and state the different systems of management which leaders may adopt. | |
| b) Despite the distinct advantage of delegation, many managers are unwilling to delegate and many subordinates are reluctant to accept the delegated jobs. Explain | |
| c) Examine the relevance of Douglas Mc Gregor's Theory X and Theory Y | |

- Q.6. Explain **any two** of the following relating HRM? 6 each
- a) Relevance of Corporate Social Responsibility in the context of business & Profitability
 - b) Transfers in an Organization
 - c) Promotions based on Annual Confidential Reports
- Q.7. a) What are the various kinds of indiscipline that you have come across? 7
How would you deal with each situation if the same had been committed by your subordinate?
- b) During the past one year Sachin has not been able to complete his assignments in time. What Counselling skills would you adopt if you were his superior? 5
- Q.8. 'HRM looks at people as resources'. Do you agree with this view? If so, substantiate the same? 12
- Q.9. "Motivation is an integral part of Human Resources Management". Justifying this statement, explain qualities of a good motivator. 12
- Q.10. An important aspect of HRM is that the development of employees is not a job confined to the HR or PM Department. The responsibility rests on every manager in every department of the organisation. Explain. 16

End