

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

LG-90

May, 2016

HUMAN RESOURCES MANAGEMENT

Reg. No.

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

[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: a) Leadership Continuum b) Likert's system of management c) Employee Benefits d) PERT	4 each
Q.2. Explain any three of the following: a) Different stages of learning b) Grievance Handling c) Span of Control d) Social responsibilities of Organisations	4 each
Q.3. Write short notes on any three of the following: a) Barriers of communication b) Group Dynamic Exercise c) Line & Staff Organization d) Different stages involved in a sound recruitment process	4 each
Q.4. Distinguish between any two of the following: a) Maslow's and Herzberg's theories of motivation b) Consensus and unanimity c) Open appraisal system and confidential appraisal system	6 each
Q.5. Answer any two of the following: a) Describe the various components of organisation Development (OD) and explain different types of OD interventions. Which are usually applied to solve organisational problems . b) Describe how Job Enrichment is important way of motivation and explain the limitations of Job Enrichment. c) Explain the concept of Resource Analysis in Human Resource budgeting.	6 each
Q.6. How do you attach importance to the following concepts in Human Resources Management (Any Two) a) Industrial Relations Strategy	6 each

- b) Vigilance
- c) Career Development

- Q.7. Describe the responsibility of the employer for the health and safety of the employees and explain the importance of stress management . 12
- Q.8. Rahul is highly qualified and liked by all in the organization but is lax in his work not executing in time. Priya, though is not highly qualified has excellent work ethics, able to execute the work well in time. Who among these two, would you prefer/regard as an asset to the organization. Explain with pros & cons? 12
- Q.9. "The study of management of human resources is closely related to the study of groups and group dynamics." With reference to this statement describe the stages in which group formation takes place and explain different types of groups. 12
- Q.10. As compared to Personnel Management, Human Resources Management is a proactive process. Discuss. 16

End