November, 2012

FELLOWSHIP EXAMINATION
HUMAN RESOURCES MANAGEMENT

[Time : 3 Hours] Answer ANY FIVE Questions only Each Question carries 20 Marks. [Total Marks:100]

Q.1 Write short notes on:
   a) Employee benefits
   b) Human Resources Management
   c) Decision making
   d) Factors necessary for improving communication

   Marks 5 each

Q.2 Explain:
   a) Douglas Mc Gregor’s “X” and “Y” theories
   b) Theories of Group formation
   c) Counselling
   d) Doctrine of job enrichment

   Marks 5 each

Q.3 a) Draft a Performance Linked Incentive Scheme (PLIS) for an Insurance Company.
   b) Discuss the merits and demerits of a Performance Linked Incentive payable only to a percentage of top performers.

   Marks 10 each

Q.4 a) The past one year has seen Sachin being unable to complete his assignments in time. What counselling skills would you adopt if you were his superior?
   b) What are the various kinds of indiscipline that you have come across? How would you deal with each situation if the same had been committed by your subordinate?

   Marks 10 each

Q.5 Formulate a Transfer and Mobility Policy for officers which ensures not only periodical rotation of officers but also makes available “right man for the right post”.

   Marks 20

Q.6 You are the Co-ordinator of a seminar on the theme Insurance Industry in India beyond 2020. Design a format and write down a step by step plan of action for its success.

   Marks 20

Q.7 Define organisational vision and mission. Describe how they contribute to the overall growth of an Organisation.

   Marks 20

Q.8 Enumerate different types of disciplinary action. Elaborate the different stages of a disciplinary proceeding.

   Marks 20

END