

2. If you have to conduct interview for the selection of the candidates, what type of questions will you ask ?
3. Explain the criteria employed for selection of candidates.

Register Number :

Name of the Candidate :

2 4 9 2

**M.B.A.(Human Resource Management)
DEGREE EXAMINATION, 2011**

(FIRST YEAR)

(PAPER - II)

120. HUMAN RESOURCE MANAGEMENT

May]

[Time : 3 Hours

Maximum : 75 Marks

SECTION - A (5 × 3 =15)

Answer any FIVE questions.

All questions carry equal marks.

1. (a) State the qualities of human resource managers.
- (b) Bring out the significance of human resource planning.
- (c) What are the principles of placement policy?
- (d) What is job analysis ?

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(e) What do you know about training institutes functioning in India ?

(f) What are the objectives of promotion policy?

(g) State the objectives of performance appraisal.

SECTION - B (3×10 = 30)

Answer any THREE questions.

All questions carry equal marks.

2. Explain the nature, objectives and scope of human resource management.

3. Analyse the steps in selection process, adopted in big organisations in India.

4. Explain the need for and methods of job evaluation.

5. Analyse the positive and negative aspects of discipline.

6. Enumerate the points to be considered pertaining to organisation of training programmes for supervisors.

standard and he got quick promotion with wider responsibilities at each promotion. He developed good understanding of the company's working though he was somewhat reserved in staff meetings.

The third candidate Mr. Prakash, did not have any engineering or management degree, but attained good marks in his arts degree. He had been with the company for the last fifteen years. He was quite good in his work and had good knowledge of the company's operations. He enjoyed working with most key managers and did not have confrontation or disagreement with any manager of the company.

However, he was not aggressive and had difficult time in examining critically new ideas and proposals.

Questions :

1. Assuming that you have to select one of the above candidates, whom will you prefer ?

the company. In his new position, he needed a bright manager to serve as his deputy to assist in carrying out his day-to-day activities and coordinating marketing, manufacturing, research and development and finance functions. There were three candidates available who could be considered to the position of Mr. Lal's deputy. All of them had very good academic background and successful careers of varying lengths with the company.

The first candidate, Mr. Rohit was with the company for the last three years. He had engineering and M.B.A. degrees from reputed universities. He believed in high achievement. He used to perform assigned tasks very quickly and accurately. He performed well when he had complete control over the situation. Many critical tasks he preferred to do himself and accomplished in much shorter time.

The second candidate for the position was Mr. Rahul. He had Ph.D. degree in quantitative analysis with engineering background. He joined the company about a year back. His performance in the previous job was rated to be of high

SECTION - C (1×15= 15)

Answer any ONE question.

7. Analyse the problems in recruitment. Explain the various sources of recruitment adopted in Indian Corporates.
8. List the objectives of compensation. Describe the issues, problems and functions of compensation management.
9. Compare and contrast the traditional and modern methods of performance appraisal.

SECTION - D (1×15 = 15)

(Compulsory)

10. *Case Study :*

MAJESTIC ELECTRICALS LIMITED.

Majestic Electricals Limited was engaged in manufacturing and selling electrical goods of high quality. It believed in introduction of new and sophisticated products in the market. Mr.K.S.Lal, previously the corporate development manager, was promoted to the rank of general manager in

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