



M 26309

Reg. No. : .....

Name : .....

**Third Semester M.S.W. Degree (Reg./Sup.) Examination, December 2014**  
**Optional – III : HRM-1 HUMAN RESOURCE MANAGEMENT**

Time: 3 Hours

Max. Marks : 80

**PART – I**

Answer **any six** questions. **Each** question carries **3** marks. Answer to a question is limited to **100** words.

Write short notes :

1. Job design
2. TQM
3. Human Resource Outsourcing
4. Incentives
5. Job description
6. External factors affecting HR Management
7. HR consultancy
8. CPI
9. HR Audit.

(6×3=18)

**PART – II**

Answer **any five** questions. **Each** question carries **6** marks. Answer to a question is limited to **200** words.

10. Explain the Computation of DA.
11. State the difference between Training and Development.

P.T.O.



12. What are the Managerial and operational functions of HRM ?
13. What are the steps to be taken to make recruitment process a success ? What are the various sources of recruitment ?
14. What is the role of collective bargaining in wage fixation ?
15. Explain the difference between HRM and HRD.
16. Discuss the various steps involved in HR budgeting. Explain with the help of suitable examples.
17. What are various factors affecting the selection in an organization ? (5×6=30)

### PART – III

Answer **any two** questions. **Each** question carries **equal** marks. Answer to a question is limited to **900** words.

18. Explain the need and significance of a proper reward system in an organisation. Explain in detail about wage theories.
19. Trace the evolution of Human Resource Management. Explain the implications of globalization on Human Resource Management.
20. What is the importance of identification of training needs ? Is there a need for evaluation of training ? What are the different methods and different evaluation techniques involved in this ?
21. What is the need for human resource planning in an organization ? What are the different steps and strategies associated with this ? (16×2=32)