

(201HM21)

M.H.R.M. DEGREE EXAMINATION,
JUNE/JULY 2025.

Second Semester

EMPLOYEE COMPENSATION AND MANAGEMENT

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Living wage.
(b) Need Based Minimum Wage.
(c) Fringe Benefits.
(d) Base Plan.
(e) Arbitration.
(f) Need for pay commission.
(g) Payment by results.
(h) Concept of incentive system.
(i) Dearness Allowance.
(j) Managerial compensation.

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. What is meant by Minimum Wage? Discuss its needs and importance in Indian Industry.
3. What are the issues involved in strategic compensation planning?
4. Outline the functions of wage Boards.
5. Explain about Piece Rate System of Wage Payment.

SECTION C — ($2 \times 15 = 30$ marks)

Answer any TWO of the following.

6. What do you understand by the concept of Employee Compensation? Discuss its need and significance.
7. What is meant by collective Bargaining? What is the process involved in it.
8. Do you support the concept of linking wages with productivity? Give reasons.
9. “HR Department Plays a vital role in compensation management”. Discuss.

(202HM21)

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Second Semester

LABOR ADMINISTRATION AND EMPLOYEE WELFARE

Time : Three hours

Maximum : 70 marks

SECTION A — ($5 \times 4 = 20$ marks)

Answer any FIVE of the following.

1. (a) Concept of social welfare.
(b) Need for labour welfare.
(c) Trade Unions and Labour Welfare.
(d) Canteen facility for workers.
(e) Scope of Social Security.
(f) Need for social insurance.
(g) Labour Secretary.
(h) Provident Fund Organisation.
(i) Need for ESI schemes.
(j) Worker's Education Scheme.

SECTION B — ($2 \times 10 = 20$ marks)

Answer any TWO of the following.

2. Explain briefly about the philosophy of labour welfare.
3. What are the functions of labour welfare agencies?
4. Discuss the need and importance of providing housing facility to industrial workers.
5. What factors are responsible for the development of social security in India?

SECTION C — ($2 \times 15 = 30$ marks)

Answer any TWO of the following.

6. What do you understand by the concept of labour welfare? Explain about various principles of labour welfare.
 7. Critically examine the impact of ILO on labour welfare in India.
 8. Discuss the role and functions of welfare officer.
 9. Write in detail about labour administrative in AP.
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(203HM21)

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Second Semester

ORGANIZATIONAL BEHAVIOUR

Time : Three hours Maximum : 70 marks

SECTION A — ($5 \times 4 = 20$ marks)

Answer any FIVE of the following.

1. (a) Scope of OB.
- (b) Classical organisation approach.
- (c) Attitudes.
- (d) Need for counselling.
- (e) Aggressive leader.
- (f) Concept of leadership.
- (g) Morale.
- (h) Job Enlargement.
- (i) Organisational climate.
- (j) F.W. Taylor.

SECTION B — ($2 \times 10 = 20$ marks)

Answer any TWO of the following.

2. Define 'Organisational Behaviour' Explain about various elements of O.B.
3. Define 'Personality'. What are the determinants of personality.
4. Elucidate in detail about trait theory of leadership.
5. Critically examine Maslow's theory on motivation.

SECTION C — ($2 \times 15 = 30$ marks)

Answer any TWO of the following questions.

6. Define 'Learning'. Discuss the need and importance and learning in the present day environment.
7. Briefly write about different styles of leadership.
8. What are the problems relative to informed organisations?
9. Define 'stress'. What are the factors responsible for stress? Suggest measures to prevent stress.

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Second semester

RESEARCH METHODOLOGY

Time : Three hours

Maximum : 70 marks

SECTION A — ($5 \times 4 = 20$ marks)

Answer any FIVE of the following.

1. (a) Research design.
- (b) Criteria of good research.
- (c) Review of literature.
- (d) Purposive sampling.
- (e) Pilot study.
- (f) Meaning of schedule.
- (g) Informal report.
- (h) Qualitative research.
- (i) Data analysis.
- (j) Experimental design.

SECTION B — ($2 \times 10 = 20$ marks)

Answer any TWO of the following.

2. Briefly write about types and significance of research.
3. Examine the role of questionnaire in the process of research.
4. What are the problems involved in collecting primary data?
5. Give a layout of research report.

SECTION C — ($2 \times 15 = 30$ marks)

Answer any TWO of the following.

6. What are the various approaches available for research?
7. What is meant by hypothesis? Write about the types and characteristics of hypothesis.
8. Briefly write about different methods of sampling.
9. What are the precautions required while writing research report?