

**(301HM21)**

M.H.R.M. DEGREE EXAMINATION,  
JUNE/JULY 2025.  
Third Semester  
HUMAN RESOURCE DEVELOPMENT

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following questions.

1. (a) Concept of HRD.  
(b) Performance Coaching.  
(c) Need for Rewards.  
(d) HRD audit.  
(e) Concept of group learning.  
(f) Training Manager.  
(g) Importance of Training.  
(h) In basket exercise.  
(i) Need for Team Development.  
(j) Quality of work life.

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following questions.

2. Give a brief history and origin of Human Resource Development.
3. What are the reasons for implementation of potential appraisal?
4. Define 'Learning'. Elucidate the different principles of Learning.
5. What are the objectives of conducting management development programmes?

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following questions.

6. What are the various issues involved in 360 degree performance appraisal?
  7. What are the various approaches available for Human Resource development?
  8. Discuss the need and importance evaluating HRD programmes.
  9. What is vestibule Training? What are its objectives?
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JUNE/JULY 2025.

Third Semester

INDUSTRIAL RELATIONS

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Need for Industrial Relations.
- (b) Scope of Industrial Relations.
- (c) Tripartism.
- (d) Wage Boards.
- (e) Misconduct.
- (f) Domestic Enquiry.
- (g) Registered Trade Union.
- (h) Strikes and Lockouts.
- (i) Trade union leader and industrial relations.
- (j) Layoff.

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. Define 'Industrial Relations'. Explain about the various perspectives of Industrial Relations.
3. Examine the role of industrial policy resolutions on the successful implementation of Industrial relations.
4. Discuss the need and importance of management of discipline in Indian Industry.
5. What are the problems of political involvement in the functioning of Trade Unions?

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following.

6. Write briefly about the evolution, origin and development of industrial relations.

7. Do you support the concept of workers participation in management in Indian industry? What are its objectives?
  8. What are the reasons for industrial disputes in India? What machinery is available to solve those industrial disputes?
  9. What are the recent trends taken place in Trade Unionism in India?
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M.H.R.M DEGREE EXAMINATION,  
JUNE/JULY 2025.

Third Semester

LABOR LEGISLATION AND CASE LAW

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following questions.

1. (a) Concept of industrial jurisprudence.
- (b) Natural justice.
- (c) Problems of Mining workers.
- (d) Concept of Minimum wage.
- (e) Meaning of Bonus.
- (f) ESI Act, 1948.
- (g) Concept of Gratuity.
- (h) Need for provident fund.
- (i) Importance of Employment Exchanges.
- (j) Need for Labour legislation.

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. What are the different principles of Labour Legislation?
3. Define 'Social Justice'. Discuss the role of social justice in labour legislation.
4. Briefly write about the objectives of the Factories Act, 1948.
5. What are the important provisions of the payment of gratuity Act, 1972.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following questions.

6. Define 'Plantation labour'. Examine how plantation labour are protected by the Plantation Labour Act, 1851.
  7. Define 'wage'. What are the chief provisions of the payment of Wages Act, 1936?
  8. What are the significant provisions of the Workmen's Compensation act, 1923.
  9. Discuss the following case:  
Hindustan Steel Works construction Ltd. vs  
The Commissioner of Labour and Others.
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**(304HM21)**

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

Third Semester

IT & HRIS (INFORMATION TECHNOLOGY AND HUMAN RESOURCE INFORMATION  
SYSTEM)

Time : Three hours

Maximum : 70 marks

SECTION A — ( $5 \times 4 = 20$  marks)

Answer any FIVE of the following.

1. (a) Need for computers.
- (b) Concept of information system.
- (c) Computer configuration.
- (d) Hardware and Software.
- (e) MIS and Banking System.
- (f) Decision making levels.
- (g) Decision Tree.
- (h) Database Design.
- (i) Network Topology.
- (j) Herbert Simons model.

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

Answer any TWO of the following.

2. Give a classification of computers.
3. Explain the role of CPU in the functioning of computer.
4. Evaluate the role of MIS in the activities of financial management.
5. What are the different models available for Decision Making?

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

Answer any TWO of the following.

6. Explain in detail about the origin and importance of computers.
  7. Discuss about various types of Data Base Management Systems.
  8. Evaluate the need and importance of MIS in Hotel Management System.
  9. What are the characteristics and capabilities of DSS?
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