

**(201HM21)**

M.A. (HRM) DEGREE EXAMINATION, OCTOBER/NOVEMBER 2024

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)   Real Wage
- (c)   Fringe Benefits
- (d)   Retention Strategy
- (e)   Arbitration
- (f)   Pay Commission
- (g)   Piece Rate System
- (h)   Dearness Allowance
- (i)   Need for Incentives
- (j)   Adjudication

**SECTION B — (2 × 10 = 20 marks)**

Answer any TWO of the following

2.   Discuss about the significance of Employee Compensation Management.
3.   Do you support the concept of linking wages with Productivity? Give reasons.
4.   What procedure is followed in wage fixation in Public sector undertakings?
5.   Outline the functions of Wage Boards.

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

Answer any TWO of the following.

6. What is meant by Collective Bargaining? Describe the process involved in collective bargaining.
  7. Outline the recent trends taken place in Managerial Compensation.
  8. Write any one of the theories of Wage of your choice.
  9. Define 'Minimum Wage'. Discuss its need and importance.
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**(202HM21)**

M.A. (HRM) DEGREE EXAMINATION, OCTOBER/NOVEMBER 2024.

Second Semester

**LABOR ADMINISTRATION AND EMPLOYEE WELFARE**

Time : Three hours

Maximum : 70 marks

**SECTION A — (5 × 4 = 20 marks)**

Answer any FIVE of the following.

1.   (a)   Scope of Labour Welfare
- (b)   Concept of Social Welfare
- (c)   Meaning of Trade Union
- (d)   Workers Education Schemes
- (e)   Need for Housing for workers
- (f)   Importance of Welfare Officer
- (g)   Social Insurance
- (h)   Labour Secretary
- (i)   PFO
- (j)   Social Assistance

**SECTION B — (2 × 10 = 20 marks)**

Answer any TWO of the following.

2.   Critically examine the role of welfare in structuring of Labour force in India.
3.   Discuss the Role of Indian Constitution in ensuring Labour Welfare.
4.   What are the different Agencies which are promoting Labour Welfare?
5.   Briefly write about various ESI schemes.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following.

6. Define 'Social Security'. Discuss about the development of social security in India in the recent past.
  7. Critically examine the impact of ILO on Labour Welfare in India.
  8. What are the social security measures meant for Industrial Employees in India?
  9. Describe in detail about Labour Administration in AP.
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**(203HM21)**

M.A. (HRM) DEGREE EXAMINATION, OCTOBER/NOVEMBER 2024.

Second Semester

**ORGANIZATIONAL BEHAVIOR**

Time : Three hours

Maximum : 70 marks

**SECTION A — (5 × 4 = 20 marks)**

Answer any FIVE of the following.

1. (a) Scope of OB  
(b) Henry Fayol  
(c) Concept of Learning  
(d) Need for counselling  
(e) Trait Theory  
(f) Aggressive Leader  
(g) Job Enrichment  
(h) Concept Morale  
(i) Formal organisation  
(j) Need for organisational Effectiveness

**SECTION B — (2 × 10 = 20 marks)**

Answer any TWO of the following.

2. Define 'Organisational Behaviour'. What are the various Approaches of OB?
3. What measures are required to promote organisational climate?
4. Outline the determinants of personality.
5. What is Job enlargement? What are the various issues involved in it?

**SECTION C — (2 × 15 = 30 marks)**

Answer any TWO of the following.

6. Explain in detail about contingency theory of Leadership.
  7. Define 'Motivation'. Critically examine Maslow's theory on motivation.
  8. What are the problems relating to informal organisations?
  9. Define 'Stress'. What factors are responsible for stress among employees?
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**(204HM21)**

M.A. (HRM) DEGREE EXAMINATION, OCTOBER/NOVEMBER 2024.

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)   Meaning of Research
- (b)   Need for Good Research
- (c)   Research problem
- (d)   Review of literature
- (e)   Schedule
- (f)   Questionnaire
- (g)   Qualitative Research
- (h)   Concept of Hypothesis
- (i)   Types of Reports
- (j)   Formal Report

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

Answer any TWO of the following.

2.   What are the advantages of Scientific Method of Research?
3.   Discuss the need and importance of Research Design.
4.   Briefly explain about various scaling Techniques.
5.   What are the functions of Hypothesis?

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

Answer any TWO of the following.

6. What are the various steps involved in Report Writing?
  7. What are the basic principles of Experimental Designs?
  8. Discuss about the significance and types of Research.
  9. Define 'sampling'. Describe about various methods of sampling.
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