

(301HM21)

M.A. (HRM) DEGREE EXAMINATION,

OCTOBER/NOVEMBER 2024

Third Semester

HUMAN RESOURCE DEVELOPMENT

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Concept of HRD
- (b) Performance Coaching
- (c) Strategic HRD
- (d) Potential Appraisal
- (e) Individual Learning
- (f) Transactional Analysis
- (g) Need for Training
- (h) Role of Training Manager
- (i) In-basket exercise
- (j) Role play

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following

2. Examine the need for the study of Human Resource Development.

3. Outline the factors which are influencing quality of Work Life.
4. Discuss the need and importance of Team Development in a large scale organisation.
5. What are the objectives of Group Learning?

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

Answer any TWO of the following.

6. What are the various approaches to Human Resource Development?
 7. Discuss the need and importance of Vestibule Training.
 8. Explain the process involved in designing and evaluating T and D programmes.
 9. What are the physical and financial resources available for HRD?
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**M.A. (HRM) DEGREE EXAMINATION,
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Third Semester

INDUSTRIAL RELATIONS

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Concept of Industrial Relations
- (b) Tripartism
- (c) Industrial Committees
- (d) Code of Conduct
- (e) Works Committees
- (f) Need for Discipline
- (g) Retrenchment
- (h) Strikes and Lockouts
- (i) Intra Union Rivalry
- (j) Registered Trade Union

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

Answer any TWO of the following

2. What are the various determinants of Industrial Relations?
3. What are the problems of Trade Unions in India?
4. Outline the functions of Wage Boards.
5. Briefly write about Employee Grievance Redressal System.

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

Answer any TWO of the following.

6. What are the objectives of workers participation in Management?
 7. Examine the growth of Trade unions in India in the recent past.
 8. Describe about the origin and development of Industrial Relations.
 9. Evaluate the process involved in settling Industrial Disputes.
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**M.A. (HRM) DEGREE EXAMINATION,
OCTOBER/NOVEMBER 2024**

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.

1. (a) Concept of Labour Legislation.
- (b) Need for Social Justice.
- (c) Meaning of National Justice.
- (d) Problems of Mining Workers.
- (e) Meaning of Plantation Labour.
- (f) Concept of Bonus.
- (g) Concept of Wage.
- (h) Need for Compensation.
- (i) Concept of Provident Fund.
- (j) Role of Employment Exchanges

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following

2. What are the objectives of Industrial Jurisprudence?
3. Outline the objectives of AP shops and Establishment Act, 1988.
4. What are the Chief Provisions of the Payment of Gratuity Act, 1972?

5. Define 'Minimum Wage'. Discuss the need and importance of Minimum Wage.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following.

6. What are the objectives of the Factories Act, 1948.
 7. Explain how Mining Workers are safeguard by the Mines Act, 1952.
 8. What are the Chief Provisions of the Payment of Wages Act, 1948?
 9. Discuss the following case :
Gammon India Ltd., Vs. Union Banks of India, 1974.
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**M.A. (HRM) DEGREE EXAMINATION,
OCTOBER/NOVEMBER 2024**

Third Semester

IT AND 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) Concept of Information Systems
- (b) Classification of Computers
- (c) Storage Devices
- (d) Computer Configuration
- (e) MIS materials
- (f) Group Decision Making
- (g) Decision Tree
- (h) Network Topology
- (i) Components of DSS
- (j) DBMS

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

Answer any TWO of the following

2. “Computers play a vital role in Business Activities”. Discuss.
3. What are the functions of CPU?
4. What are the different types of Decisions?
5. Briefly write about Database Languages.

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

Answer any TWO of the following.

6. Discuss about the origin and importance of Computers in the present day environment.
 7. Explain in detail about Hardware and Software.
 8. What do you understand by the concept of MIS? What is the importance of MIS in Banking System.
 9. Outline the tools available for Decision Making.
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