

**(DMHR01)**

M.H.R.M. DEGREE EXAMINATION,  
DECEMBER 2019.

First Year

Master of Human Resource Management

PERSPECTIVES OF MANAGEMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. What is management? Explain the functions of management.
  2. Define MBO. Explain its concepts and process.
  3. Briefly explain about decision tree analysis.
  4. Identify the reasons for conflicts between line and staff.
  5. Explain communication process and barriers of it.
  6. How do you resolve conflicts in an organisation? Explain.
  7. Explain the significance of leadership in management. Describe the nature of autocratic and democratic styles of leadership.
  8. What is motivation? How important is it for a manager to streamline organizational activities through motivation?
  9. Briefly discuss about PERT and CPM.
  10. What are the social responsibilities of business?
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**(DMHR 02)**

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DECEMBER 2019.

First Year

**HUMAN RESOURCE MANAGEMENT**

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Define HRM. Explain the functions of HRM in detail.
  2. What is Job Analysis? Explain the need for Job Analysis in a large scale organisation.
  3. Explain different types of tests in the selection process.
  4. What is the role of training in the organisation? Write various methods of training in brief.
  5. How does Maslow's need hierarchy theory help managers to motivate employees? Explain.
  6. Define the term Employee Participation in Management. Explain the objectives of Employee Participation Management.
  7. Explain the problems of Trade Unions in India and suggest measures to strengthen the Trade Unions.
  8. Briefly explain Human Resource Development practices in India.
  9. Explain the components of Employee Compensation Packages.
  10. What are the modern techniques of Performance appraisal?
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**(DMHR03)**

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LABOUR WELFARE AND SOCIAL SECURITY

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Discuss various labour welfare policies incorporated in different five year plans.
  2. Briefly explain about historical development of labour welfare in India.
  3. What is the impact of ILO on Labour welfare in India? Discuss in detail.
  4. Elucidate the various existing social security laws.
  5. How do you assess the impact of ILO on labour welfare in India? Explain.
  6. Write about extra mural and intra mural welfare programmes.
  7. Discuss the functions and duties of labour welfare officer.
  8. What are the functions of Central Board for Workers Education?
  9. Explain the social assistance available to Indian Industrial labour.
  10. What is ESI? Discuss the provisions covered under it.
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**(DMHR 04)**

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First Year

**ORGANISATIONAL BEHAVIOUR**

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Define Organisational Behaviour. State its scope and importance.
  2. Illustrate the human relations movement theory.
  3. What is an attitude? Describe the characteristics of attitude.
  4. How does Maslow's need hierarchy theory help managers to motivate Employee? Explain.
  5. Write a note on:
    - (a) Job Enlargement
    - (b) Job Enrichment
    - (c) Job Satisfaction.
  6. Define group cohesiveness. What are the sources of cohesiveness?
  7. What are the functions and styles of leadership?
  8. What is learning? Explain theories of learning in detail.
  9. Discuss the various assumptions underlying with Theory X and Theory Y developed by MCGregor.
  10. Explain in brief that various components of Organisation Culture.
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**(DMHR 05)**

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EMPLOYEE COMPENSATION MANAGEMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the nature and concept of employee compensation management.
  2. Discuss the wage policy in India.
  3. What are principles of wage and salary administration?
  4. Define the term collective bargaining. Discuss the process of collective bargaining.
  5. What are the different methods of wage payment?
  6. Define Incentive. Discuss its principles in formulating Incentive plans.
  7. Elucidate various methods in Job evaluation.
  8. Discuss the role of HR department in Compensation management.
  9. What are the different approaches to International compensation?
  10. Write about recent trends in manager in compensation In Indian Organizations.
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