



MBA.II/05.16. 0398

Reg. No.

B

**MBA (FT) / MBA (IB) / MBA (TT) / MBA (PT) DEGREE II SEMESTER EXAMINATION  
MAY 2016**

**SMS 2204/SMI 2204/SMT 2204/SMP 2203 HUMAN RESOURCE MANAGEMENT  
(Regular and Supplementary)**

Time: 3 Hours

Maximum Marks: 50

**PART A**  
(Answer **ALL** questions)

(5 × 2 = 10)

1. What are the precautions to be taken in HR planning?
2. Enumerate the various approaches to HRM.
3. What are the issues in succession planning in organizations where merit is the promotion criteria?
4. Write a note on QWL.
5. What is hot stove rule?

**PART B**  
(Answer **ANY FIVE** questions)

(5 × 4 = 20)

6. Explain the role of Human Resource managers in manufacturing industry.
7. Describe the importance and use of structured interviews.
8. Differentiate between training and development
9. Write a note on potential appraisal.
10. As a HR manager how do you handle sexual harassment in your organization?
11. Describe the various compensation packages and explain their relevance.
12. Explain the term "flexi time work schedule"

**(P.T.O.)**



**PART C**  
(Answer *ANY TWO* questions)

(2 × 10 = 20)

13. Compare and contrast traditional personnel management and modern HRD practices with examples.
14. Explain the modern techniques being used in performance appraisal in organizations.
15. Imagine you a HR consultant and have been approached by a large modern manufacturing organization based in Chennai. The organization is considering moving towards offering a more flexible “cafeteria style” reward system to all of its employees. They have asked you to prepare a proposal to be put up before the board of the organization whether this move will help the organization, the risks and potential benefits, stress related issues, career progression for employees etc., Submit a proposal keeping in mind the size, culture of the organization. (Make and state your assumptions to discuss the above.

\*\*\*