

MBA (PT) DEGREE IV SEMESTER EXAMINATION MAY 2014

SMP 2401 HUMAN RESOURCE MANAGEMENT
(Supplementary - 2011 Admissions)

Time: 3 Hours

Maximum Marks : 50

(5 x 10 = 50)

- I. Discuss the evolution of HRM in the Indian context. Identify and explain the consequences of an organization's failure to recognize that human resource management practices form an integrated system.

OR

- II. Distinguish between the traditional personnel administration and modern HRD concepts. Discuss the varied and holistic facets of HRD in detail.
- III. Explain human resource planning in terms of its constituent elements. Contrast the challenges and issues in the HRP activities followed in IT and manufacturing sectors.

OR

- IV. Discuss the significance of 'recruitment' and 'retention' of employees. Establish the linkage between the two highlighting the measures needed to retain good employees in an organization.
- V. Differentiate education, training and development of employees. Explain the approaches and methods towards training and development.

OR

- VI. Establish the importance of appraisal process in an organization. Briefly discuss the linkages between performance appraisal and performance management system.
- VII. Explain the concepts of Compensation, Salary and Wage. Review the methods of job evaluation and its relevance in deciding the compensation package.

OR

- VIII. What are competence-related pay and pay for performance? Discuss the characteristics of incentives for a group of knowledge workers.
- IX. What is HRIS? Discuss the functions, benefits and challenges in the implementation of HRIS in an organization.

OR

- X. Discuss the concept of Industrial Relations. Examine the relevance IR function in India against the emerging global competitive scenario.