FC-90

FELLOWSHIP EXAMINATION
HUMAN RESOURCES MANAGEMENT

Time: 3 Hours]   [Total Marks : 100

Answer any **FIVE** questions only.
All questions carry 20 marks each.

			Marks
1.		State, giving reasons, whether the fallowing statements are correct:-	5 each
	a)	Filtering and Perceptions are interrelated.	
	b)	The two-factor theory was proposed by McClelland.	
	c)	Coding is done in order to maintain secrecy.	
	d)	Social audit is done by Chartered Accountants.	

2. a) It is said that decisions are differentiated as programmed decisions   10
and non-programmed decisions. Explain the difference between the
two. Is there any difference in the (i) extent of use of discretion and
(ii) the level of managers (front line, middle and top) at which such
decisions may be taken?

  b) State whether the following decisions are programmed or non-   2 each
programmed. Give reasons for your answer.

   i)   purchasing new computers to be used by branch offices.

   ii)   planning the renovation of the office premises.

   iii) opening of a branch office in a new city.

   iv)   taking disciplinary action against an erring employee.

   v)   working out a plan for intensive development of a district.

3. a) State the different methods adopted to determine salary levels.   10

  b) Is it correct to say that, in our country, the differentials in remunerations   5
between executives and other employees is not very large. Give reasons.

  c) One company says that training employees is a waste of time and   5
money as, after acquiring skills, they will leave the jobs and go
elsewhere. Do you agree with this stand'? Can anything be done to
prevent employees leaving?

4. a) What are the different types of standards used for control? 5

   b) With reference to the work in your department, explain the type of standard used for control and the way the performance is measured. 15

5. a) The course book mentions that Human Resources Planning, Selection and Placement, Training & Development, Career Planning, Compensations & Benefits, Labour Relations, Organisation Development, Job Design & Job Enrichment, Personnel Research and Information Systems are areas of HRM. Which of these are areas of HRD? Give reasons. 8

   b) Write short notes on **any two** of these areas of HRD. 12

6. a) When and Why did managements start paying attention to working conditions like ventilation, lighting and temperature? 10 each

   b) Does the same emphasis on working conditions continue even now? If there is any change, what is it?

7. Distinguish between:- 5 each

   a) The Authority Pyramid and the Inverted Pyramid.

   b) Training and Development.

   c) Eu-stress and Distress.

   d) Selection Interview and Post Appraisal Interview.

8. a) What kind of information can be found from (i) Group Dynamics Exercise and (ii) interview during selections ? 10 each

   b) How does it help an employee if he is assigned to work in Committees?

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