

OCTOBER, 2010

FC-90

**FELLOWSHIP EXAMINATION
HUMAN RESOURCES MANAGEMENT**

Time: 3 Hours]

[Total Marks : 100

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

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- | | Marks |
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| 1. a) You are the H. R. Manager incharge of a very large insurance company. Do you think that managing Group Dynamics would play a huge role in your functions? | 10 each |
| b) You have recently not been granted a promotion and a junior has been promoted instead. What would be your course of action in your work in such a scenario? | |
| 2. What would you infer from the following management terminologies? | 5 each |
| a) Wages by Point Method. | |
| b) Walk-in-Interview | |
| c) P E R T | |
| d) Dynamic Engagement. | |
| 3. a) Describe the various types of leadership based on authority. | 6 |
| b) Which of these types would you like to adopt as a leader? | 4 |
| c) You are Incharge of the training department in your organisation. What are the different types of training that you would arrange for your employees over an annual period. Explain with reasons the type of training chosen. | 10 |
| 4. Write short notes on :- | 5 each |
| a) Recruitment Consultants. | |
| b) Vroom's Expectancy Theory. | |
| c) Barriers to Communication. | |
| d) Japanese style of management. | |
| 5. a) Read this news paper report. | 10 each |
| "Monkeys trained from birth to climb trees and pick coconuts have gone on strike on the coconut plantation near Kauntan, Malaysia, after | |

their banana rations were reduced inadvertently. Some staged noisy demonstration outside estate office, while others sat around in silent protest. The few who tried to carry on working were quickly pulled to the ground by militant colleagues". Instead of monkeys this was workers in your Company. What would you do to end the strike?

- b) Recount a similar situation that may have happened in your Company or in any other Company you know of and how the situation was handled?
6. Distinguish between :- 5 each
- a) Consensus and Unanimity.
 - b) Internal and External Communication.
 - c) Maslow's and Herzberg's theories of Motivation.
 - d) Career and Management Development.
7. Write short notes on :- 5 each
- a) Ranking method
 - b) Factor Comparison method
 - c) Point method.
 - d) Classification method.
8. Analyse critically the following transactions :- 5 each
- a) Husband : Laxmi, where is my car key?
Wife : I do not know, you never keep it in one place.
 - b) Husband : Lata, where is my car key?
Wife : Go search for yourself.
Husband : Yes, I will.
 - c) Husband : Asma, where is my car key?
Wife : Have you checked your coat pocket?
 - d) Husband : Nancy, can you help me to find my car key?
Wife : I believe you left it in the car itself. Go, check it up.

-----THE END-----