

offered them training for a period of two years, before they were appointed as senior supervisors. Such appointments were made to about 40 percent of the vacancies of senior supervisors that occurred in the organisation. This was considered necessary by management as a planned programme of imparting vitality to the organisation. Besides, many of the old-timers, who had risen from the ranks did not possess the necessary academic background with the result that they could not keep pace with the technological changes. Management also believed, that in the rapidly changing conditions of industry, a bank of technically competent supervisors played a pivotal role, besides serving as a pool from which to select future departmental managers.

Engineering graduates were selected from amongst those who applied in response to an all-India advertisement. For the selection of one engineer, on an average, eight applicants, were called for interview. A selection committee consisting of the General Manager, the Production Manager, the Personnel manager and the Training Officer interviewed and selected the candidates. The selection interview was preceded by a written test

Register Number :

Name of the Candidate :

6 6 1 3

**M.B.A. (Human Resource Management)
DEGREE EXAMINATION,2012**

(FIRST YEAR)

(PAPER - II)

120. HUMAN RESOURCE MANAGEMENT

December]

[Time : 3 Hours

Maximum : 75 Marks

SECTION - A (5 × 3= 15)

Answer any FIVE questions.

All questions carry equal marks.

1. (a) Differentiate human resource management from personnel management.
- (b) What are the objectives of human resource planning ?
- (c) What is job description ? State the uses of job description.

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- (d) What are the elements of recruitment policy?
- (e) What are the principles of training?
- (f) What are fringe benefits?
- (g) What are the causes of indiscipline?
- (h) What are the objectives of performance appraisal?

SECTION - B (3 × 10 = 30)

Answer any THREE questions.

All questions carry equal marks.

2. Explain the managerial functions of a human resource manager.
3. What is job analysis? Explain the techniques of a job analysis.
4. Evaluate modern interview techniques.
5. Differentiate between transfer and separation.
6. Explain the steps involved in training programmes.

SECTION - C (1 × 15 = 15)

Answer any ONE question.

7. Explain the features, scope and functions of human resource management.
8. Describe the various steps involved in selection process.
9. Describe the practices adopted to improve quality of work life.

SECTION - D (1 × 15 = 15)

(Compulsory)

10. *Case study :*

POPAT ENGINEERING COMPANY*

Popat Engineering Company was a large heavy-engineering unit. It attached great importance to the recruitment and training of its senior supervisors. Apart from selecting them from within the organisation, the company recruited, every alternative year, about ten young engineering graduates and

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