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06EC767

Seventh Semester B.E. Degree Examination, December 2010
Human Resource Management

Time: 3 hrs.

Max. Marks:100

Note: Answer any FIVE full questions, selecting atleast TWO questions from Part – A and Part - B.

PART – A

1. a. Explain the HRM models. Which according to you is the most comprehensive? (08 Marks)
b. Outline the impact of political – legal, economic, cultural and technological factors on HR function. (08 Marks)
c. Define HRM. What do you understand by HRM environment? (04 Marks)
2. a. List out the techniques of employee demand forecasting. Explain any one method. (08 Marks)
b. Bring out the factors affecting job design. (06 Marks)
c. Define recruitment. Bring out the factors, which influence recruitment. (06 Marks)
3. a. List out advantages and disadvantages of internal and external recruitment. (06 Marks)
b. Bring out the various factors, which influence the selection process. (06 Marks)
c. Define selection. What are the barriers to effective selection? (08 Marks)
4. a. Define the term “training and development”. Bring out the importance of training and development. (08 Marks)
b. How do the results of performance appraisal affect other HR activities? (06 Marks)
c. Outline the external as well as internal environments influencing the employee remuneration. (06 Marks)

PART – B

5. a. Explain different types of incentive systems. (08 Marks)
b. Bring out the steps in the introduction of incentive payments. (06 Marks)
c. Outline the principles of fringe benefits. (06 Marks)
6. a. How is welfare administered in a typical organization? (06 Marks)
b. What is employee safety? How is safety disrupted? Explain. (08 Marks)
c. Why is work stress caused? How can it be minimized? (06 Marks)
7. a. List out the factors affecting employee relations strategy. (08 Marks)
b. Define the term ‘industrial relations’. Bring out its importance. (06 Marks)
c. Bring out the tactics adopted by unions to influence the management. (06 Marks)
8. a. Define the term ethics. Explain the various HR ethical issues. (08 Marks)
b. What are the approaches to HRM evaluation? (06 Marks)
c. Explain the different activities of IHRM. (06 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

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