

C 32796

(Pages : 2)

Name.....

Reg. No.....

THIRD SEMESTER M.B.A. DEGREE EXAMINATION, DECEMBER 2017

(CUCSS)

Human Resource Management

BUS 3EH 03—HUMAN RESOURCE PLANNING AND DEVELOPMENT

(2016 Admissions)

Time : Three Hours

Maximum : 36 Weightage

Part A

*Answer the following questions.
Each question carries 1 weightage.*

1. What are the objectives of Human Resource Accounting ?
2. What is Job Evaluation ?
3. What is Manpower Forecasting ?
4. What is QWL ?
5. What is performance counseling ?
6. What is Performance Appraisal ?

(6 × 1 = 6 weightage)

Part B

*Answer any four of the following.
Each question carries 3 weightage.*

7. Describe the salient features of HRD in service sector.
8. What are the different methods of Performance Appraisal ?
9. Explain the objectives and functions of HRIS.
10. Job description and Job specification are two by products of Job Analysis. Elaborate.
11. Discuss some of the training methods adopted in organizations so as to develop managerial skills.
12. How is HRP linked to overall strategic planning ?

(4 × 3 = 12 weightage)

Part C

*Answer any three of the following.
Each question carries 4 weightage.*

13. Explain major principles to be followed while conducting performance review.
14. Discuss the framework for HRD process.

Turn over

15. Briefly explain the various approaches to Human Resource Accounting.
16. Where does training and staff development fit with HRP ?
17. Most organizations in developing countries face a lot of problems in relation to manpower planning. How can they be overcome ?

(3 × 4 = 12 weightage)

Part D

Compulsory Question.

Each question carries 6 weightage.

Case Study :

18. A senior executive, with an organization from its inception has been denied promotion for the last 4 years though he was expecting it. He is sincere in his job, not very high performing or low. He cannot cope with the upgradation of software with regard to performance appraisals. He accomplishes his targets and is loyal to the organization. The performance appraisal methods change every year. When his promotion is denied everytime and his juniors move up, he starts to loath the system, his absenteeism is increasing and performance is going low.

What is the major issue in this case ? Is the performance evaluation system in the company not good ?

(1 × 6 = 6 weightage)