

SECOND SEMESTER M.B.A. DEGREE EXAMINATION, MAY/JUNE 2012

(CCSS)

MBA 2.4—HUMAN RESOURCE MANAGEMENT

(2010 Admissions)

: Three Hours

Maximum : 36 Weightage

*Answer all Parts.***Part A***Answer all the questions.**Each question carries 1 weightage.*

1. Define HRM.
2. What is Induction ?
3. What is apprenticeship Interview ?
4. What do you mean by BARS ?
5. What is criterion validity of a selection test ?
6. What is Job rotation ?

(6 × 1 = 6 weightage)

Part B*Answer any six questions.**Each question carries 3 weightage.*

7. Explain the objectives of strategic HRM.
8. What is Human Resource Planning ? What is its significance ?
9. Describe the process of Job analysis.
10. What do you mean by recruitment ? Explain the different external sources of recruitment.
11. What do you mean by predictor variables ? Why are they important in selection ?
12. What is induction ? Why is it necessary ? Explain.
13. Distinguish between promotion and demotion. Why are they needed in organisation ?
14. Explain how organisations determine training needs.

(6 × 3 = 18 weightage)

Turn over

Part C

*Answer any two questions.
Each question carries 6 weightage.*

Explain the need for and importance of performance appraisal.

What is career development? Explain the various methods of career development.

Discuss the various factors that influence the compensation package development.

(2 × 6 = 12 weightage)