

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

MSW DEGREE EXAMINATION MAY 2023  
(Fourth Semester)

Branch – SOCIAL WORK

**HUMAN RESOURCE MANAGEMENT & HUMAN RESOURCE DEVELOPMENT**

Time: Three Hours

Maximum: 50 Marks

**SECTION-A (5 Marks)**

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

1. Which one of the following is a systematic investigation of the tasks duties & responsibilities?  
(i) Job Description (ii) Job Enrichment  
(iii) Job Rotation (iv) Job Analysis
2. Which one of the following is On-the-Job Training method?  
(i) Vestibule Training (ii) Case Analysis  
(iii) Role Playing (iv) T-Group Training
3. It is the wage which is above the minimum wage but below the living wage.  
(i) Fair Wages (ii) Minimum wage  
(iii) Living Wage (iv) Need-Based Minimum Wage
4. Which one of the following is an element of TQM?  
(i) Competitive benchmarking (ii) Employee empowerment  
(iii) Continual improvement (iv) Team approach
5. Which is the practice of a business comparing key metrics of their operations to other similar companies?  
(i) Total productive Maintenance (ii) Benchmarking  
(iii) Total Quality Management (iv) Enterprise Resource Planning

**SECTION - B (15 Marks)**

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. a) Find out the different functions of management.  
(OR)  
b) Discuss the Principles of management.
7. a) Show the importance of HR planning.  
(OR)  
b) State the importance of competency development in HRM.
8. a) Prepare the concept for job analysis and job description.  
(OR)  
b) Illustrate the factors that influencing employee compensation.
9. a) Assume the key factors that determine the organizational culture.  
(OR)  
b) State the need for and importance of work place communication.
10. a) Interpret the advantages of HR audit.  
(OR)  
b) Explain the importance of ERP for business.

Cont...

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks (5 x 6 = 30)

11. a) Explain the functions of HRM.  
(OR)  
b) Discuss the recent trends of HRD in India.
12. a) Enumerate the on-the-job and off-the-job training methods in HRM.  
(OR)  
b) Sketch out the methods and process of recruitment.
13. a) Classify the various types of fringe benefits in HRM.  
(OR)  
b) Elucidate the methods of performance appraisal.
14. a) Discuss the elements and principles of TQM.  
(OR)  
b) Analyze the impact and governance of ISO 9000 and ISO 14000.
15. a) Formulate the advantages and functions of HRIS.  
(OR)  
b) Enumerate the impact of globalization on HRM and HRD.

Z-Z-Z

END