

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION DECEMBER 2022
(Fourth Semester)

Branch – APPLIED PSYCHOLOGY

DISCIPLINE SPECIFIC ELECTIVE – II
HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 x 1 = 10)

- 1 Which of the following function does HRM belongs to?
(i) Line Function (ii) Accounting function
(iii) staff function (iv) marketing function
- 2 What is an organized, factual statement of duties and responsibilities of a specific job?
(i) Job Specification (ii) Job Description
(iii) Job Training (iv) Job Analysis
- 3 The objective of the HRM starts right from where?
(i) Manpower needs (ii) Organizational needs
(iii) Social needs (iv) Industry welfare
- 4 What is known as simple act of comparison & learning for organisational improvement?
(i) Benchmarking (ii) Feedback
(iii) Job evaluation (iv) Ranking
- 5 The process of assigning specific job to each of the selected candidate is defined as?
(i) Placement (ii) Training
(iii) Selection (iv) Interview
- 6 Relative worth of a job is known by which process?
(i) Job design (ii) Job evaluation
(iii) Job analysis (iv) Job change
- 7 Name the process in which employees move from one job to another in a predetermined way?
(i) Work mapping (ii) Job enrichment
(iii) Job reengineering (iv) Job rotation
- 8 Which one the following is the modern methods of performance appraisal?
(i) Grading (ii) Paired Comparison
(iii) 360-degree Appraisal (iv) Essay Method
- 9 Which approach of The Industrial relations was developed by John Dunlop?
(i) Systems Approach (ii) Unitary Approach
(iii) Marxist Approach (iv) Pluralistic Approach
- 10 Who proposed Hot Stove Rule of Discipline?
(i) Armstrong (ii) Stuart
(iii) McGregor (iv) Skinner

Cont...

SECTION - B (35 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 7 = 35)

- 11 a Differentiate personnel management and human resource management.
OR
b Discuss the role and status of the HR Manager in an organization.
- 12 a Explain the process of human resource planning.
OR
b Evaluate the significance of the job analysis.
- 13 a Illustrate training needs analysis.
OR
b Justify the importance quality circles in the process of HRD.
- 14 a Illustrate the process of MBO.
OR
b State the barriers for performance appraisal.
- 15 a Analyse the causes of industrial accidents.
OR
b What are the effects of absenteeism in an organization.

SECTION - C (30 Marks)

Answer any THREE Questions

ALL Questions Carry EQUAL Marks (3 x 10 = 30)

- 16 Describe the significance of the HR policies.
- 17 Compare different sources of recruitment.
- 18 Elucidate TQM.
- 19 Explain the job evaluation process and discuss various methods of job evaluation.
- 20 Elucidate in brief the provisions of Factories Act.

Z-Z-Z

END