

Exam Date & Time: 01-Oct-2020 (02:00 PM - 05:45 PM)



PSG COLLEGE OF ARTS AND SCIENCE

Note: Writing 3hrs: Checking & Inserting Image : 30mins+ Grace Time : 15mins

MSc DEGREE EXAMINATION MAY 2020
(Fourth Semester)

Branch - APPLIED PSYCHOLOGY

DISCIPLINE SPECIFIC ELECTIVE - II - HUMAN RESOURCE MANAGEMENT [18PSP30A]

Marks: 75

Duration: 225 mins.

SECTION - A

Answer all the questions.

- 1) Which of the following is a key HR role as defined by Ulrich et al (2009)?
 - (i) Personnel administrator
 - (ii) Business Ally
 - (iii) Payroll advisor
 - (iv) Organizational geographer

(1)

- 2) Indicate which is not a part of component of SHRM.
 - (i) People
 - (ii) Activities
 - (iii) Pattern
 - (iv) Research

(1)

- 3) Indicate the process of searching for employees and stimulating them to apply for jobs is known as
 - (i) Selection
 - (ii) Induction
 - (iii) Recruitment
 - (iv) Orientation

(1)

- 4) Which skeleton methods remains the most used by organizations?
 - (i) Interviews
 - (ii) References
 - (iii) Ability Tests
 - (iv) A Trial Period

(1)

- 5) Which of the following is (are) the HRD score card?
 - (i) HRD systems maturity score
 - (ii) Competency score
 - (iii) HRD competencies system maturity score
 - (iv) All of the above

(1)

- 6) What is a part of quality circle?
 - (i) SHRM
 - (ii) HRIS

(1)

- (iii) TQM
- (iv) none of the above

- 7) Indicate which safety policy is a part of the function of HRM.
 (i) Managerial
 (ii) Operational
 (iii) Strategical
 (iv) Developmental (1)
- 8) Which pay is one of the most crucial pay given to the employee & also shown in the pay structure?
 (i) Performance
 (ii) Strategic
 (iii) Bonus
 (iv) Commission (1)
- 9) When effort to earn additional income through a second job does not bear fruit. Choose which type of efforts is this.
 (i) Red moon lighting
 (ii) Blue moon lighting
 (iii) Yellow moon lighting
 (iv) Silver moon lighting (1)
- 10) What is the pension plan which benefits both employers and employees?
 (i) non-discretionary plan
 (ii) discretionary plan
 (iii) contributory plan
 (iv) non-contributory plan (1)

SECTION - B

Answer all the questions.

- 11) Illustrate the Dr. Reddy's HR model. (7)
- a) (7)
- [OR] Discuss the significance and types of HR policies. (7)
- b) (7)
- 12) Explain the need and significance of job analysis. (7)
- a) (7)
- [OR] Analyze the types of selection interviewing. (7)
- b) (7)
- 13) Evaluate the objections of executive development. (7)
- a) (7)
- [OR] Sketch out the types of employee training. (7)
- b) (7)
- 14) Discuss the concept of MBO management by objectives. (7)

- a)
[OR] State the factors affecting compensation.
b) (7)
- 15) Discuss the causes and effects of absenteeism. (7)
- a)
[OR] Explain the criteria and policy for promotion.
b) (7)

SECTION - C

Answer 3 out of 5 questions.

- 16) Justify the evolution of HRM in India. (10)
- 17) Compare the classical and behavioural approaches of job design. (10)
- 18) Design a training programme module for executive trainees. (10)
- 19) Explain the issues and components of compensation management. (10)
- 20) Compare and contrast the retirement and retrenchment. (10)

-----End-----