PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION MAY 2023
(Fourth Semester)

Branch – APPLIED PSYCHOLOGY

DISCIPLINE SPECIFIC ELECTIVE – II: HUMAN RESOURCE MANAGEMENT

Time: Three Hours   Maximum: 50 Marks

SECTION-A (5 Marks)
Answer ALL questions
ALL questions carry EQUAL marks   (5 x 1 = 5)

1. Which of the below is quite useful where the problem cannot be solved by using analytical techniques but its solution requires subjective judgment on a collective basis?
   - (i) Delphi technique
   - (ii) Managerial judgment method
   - (iii) Work study technique
   - (iv) Ratio trend analysis

2. What is the immediate product of job analysis?
   - (i) Job Description & Job Training
   - (ii) Job Descriptions & Job Specifications
   - (iii) Job Recruitment & Job Selection
   - (iv) Job Specification & Job Selection

3. Which of the following is the HRM function?
   - (i) Marketing
   - (ii) Accounting
   - (iii) Staff
   - (iv) All the above

4. Which one is the modern method of performance appraisal?
   - (i) Grading
   - (ii) Paired Comparison
   - (iii) 360-degree Appraisal
   - (iv) Essay Method

5. What is the most common method used for contacting the prospective candidates for various positions in business and non-business organizations?
   - (i) Recruitment
   - (ii) Training
   - (iii) Screening
   - (iv) Advertisement

SECTION - B (15 Marks)
Answer ALL Questions
ALL Questions Carry EQUAL Marks   (5 x 3 = 15)

6. a) Explain the scope of HRM.

   OR

   b) Differentiate PM vs HRM.

7. a) Illustrate the process of HR Planning.

   OR

   b) Prepare competency mapping.

8. a) State the objectives of HRD.

   OR

   b) Explain the benefits of TQM.

9. a) Recommend a MBO for an organisation.

OR

b) Analyse the importance of moonlighting.

10. a) Explain the pros and cons of demotion.

OR

b) Illustrate the causes of absenteeism.

SECTION -C (30 Marks)
Answer **ALL** questions
ALL questions carry **EQUAL** Marks   (5 x 6 = 30)

11. a) Analyse the HR Model of Dr. Reddy's.

OR

b) Discuss the factors affecting the policies of HRM.

12. a) Explain the sources of recruitment.

OR

b) Prepare the job description for the position of HRM.

13. a) Elucidate TNA.

OR

b) Design an executive development program of your choice.

14. a) Elucidate the job evaluation process.

OR

b) Assess the barriers to empowerment.

15. a) Differentiate retirement, lay off, retrenchment and dismissal.

OR

b) Determine the working conditions that affect the health of the employees.

Z-Z-Z   END