PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION DECEMBER 2023
(Third Semester)

Branch - **APPLIED PSYCHOLOGY**

MAJOR ELECTIVE COURSE – 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 following is part of strategic human resource management?
(i) proactive   (ii) retroactive
(iii) both (i) & (ii)   (iv) none of the above

2   Identify the process of studying and collecting information about a job.
(i) HRP   (ii) job analysis
(iii) job design   (iv) job evaluation

3   Which of the following is the first stage in career planning?
(i) preparation stage   (ii) investigation stage
(iii) retention stage   (iv) establishment stage

4   Which of the following is not a Performance Appraisal Biases?
(i) halo effect   (ii) personal biases
(iii) central tendency   (iv) stereo typing

5   Indicate the method of grievance settling in which the parties are allowed to select their own arbitrator.
(i) mediation   (ii) arbitration
(iii) litigation   (iv) moderation

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

6   a   Define HRM and explain the scope of HRM.
                    OR
    b   Illustrate the roles of HRM.

7   a   State the ethical issues in selection process.
                    OR
    b   Explain the in brief the methods of external sources of recruitment.

8   a   Illustrate the importance of identifying training needs in an organization.
                    OR
    b   Differentiate coaching and mentoring.

9   a   Describe the performance appraisal process.

OR

b   State the steps in MBO.

10 a   Discuss three important things that involve in bullying at work place.

OR

b   Explain the sources of grievance.

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

11 a   Elucidate the steps involved in strategic management.

OR

b   Analyse the role of HRM in achieving the organizational goals.

12 a   Explain steps in job analysis.

OR

b   Classify the techniques used for forecasting HR Needs.

13 a   Explain the purpose and process of employee orientation.

OR

b   Construct the steps in on-the-job-training.

14 a   Elucidate tools for performance appraisal.

OR

b   Compare and contrast performance management and performance appraisal.

15 a   Survey the workplace diversity and inclusion.

OR

b   Illustrate ethical consideration in HR practices.

Z-Z-Z   END