

LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

M.A. DEGREE EXAMINATION – SOCIAL WORK

THIRD SEMESTER – NOVEMBER 2007

AX 11

SW 3966 - HUMAN RESOURCE MANAGEMENT (2)

Date : 29/10/2007

Dept. No.

Max. : 100 Marks

Time : 9:00 - 12:00

SECTION – A

Answer ALL questions. Each answer should not exceed 50 words.

(10x2=20)

01. Define Management and state its characteristics.
02. Explain Core Competency.
03. Define Human Resource Management.
04. What is Mentoring?
05. Differentiate Resignation from Retrenchment.
06. State the importance of Exit Interviews.
07. Expand and define 'MBO' and 'ESOP'.
08. Name the components of a Salary package.
09. What is meant by 'Benchmarking'?
10. Explain Job Analysis and Job Evaluation.

SECTION – B

Answer any FOUR. Each answer should not exceed 300 words. (4x10=40)

11. Bring out the relevance of CSR in India today.
12. Elucidate the appropriate Managerial Skills for the effective functioning of an Organization..
13. Discuss the causes and implication of Employee Turnover.
14. Define Recruitment Policy and describe any TWO cost-effective External Recruitment methods.
15. Outline the Selection process with suitable illustrations.

SECTION – C

Answer any TWO. Each answer should not exceed 600 words. (2x20=40)

16. Discuss the maintenance functions of HRM with appropriate examples.
17. State the features of Performance Appraisal and explain any THREE methods with illustrations.
18. Discuss TWO methods each from On-the-Job training and Off-the-job training methods
