

**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**



**M.A.DEGREE EXAMINATION –SOCIOLOGY**

**THIRD SEMESTER – NOVEMBER 2018**

**16/17PSO3MC03– HUMAN RESOURCES MANAGEMENT**

Date: 27-10-2018

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

**Part – A**

**Answer ALL the questions in about 30 words each:**

**(10 x 2 = 20)**

1. State any two objectives of HRM.
2. What is organising?
3. Define manpower planning.
4. Write a note on Delphi technique.
5. What is selection?
6. Differentiate induction from orientation.
7. Define halo effect.
8. What is off-the-job training?
9. What are the benefits of job-rotation?
10. Mention any two advantages of workers participation in management.

**Part – B**

**Answer any FIVE questions of the following in about 300 words each:**

**(5 x 8 = 40)**

11. Describe the evolution of human resource management.
12. Explain the managerial functions.
13. Discuss the need for manpower planning in organizations.
14. Explain the different steps in selection process.
15. Distinguish job specification from job description.
16. Analyse the need and types of induction.
17. What are the requirements of participative management?

**Part – C**

**Answer any TWO questions of the following in about 1200 words each:**

**(2 x 20 = 40)**

18. Elaborate on the different perspectives of human resource management.
19. Briefly explain the steps and techniques of forecasting manpower planning.
20. Discuss the different methods of training used by an organization for enhancing employee's performance.
21. Explain the objectives and various methods of performance appraisal.

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