



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

**M.A. DEGREE EXAMINATION – ECONOMICS**

**SECOND SEMESTER – APRIL 2017**

**16PEC2MC03 - HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT**

Date: 24-04-2017  
Time: 01:00-04:00

Dept. No.

Max. : 100 Marks

**Part – A**

**Answer any FIVE questions in about 75 words each.**

**(5 x 4 = 20 marks)**

1. What are the functions of Human Resource Management?
2. What is meant by career and succession planning?
3. List out the advantages and limitations of incentive plans.
4. Write a short note on Hot-stove Rule.
5. What do you understand by the term industrial relations? State the objectives of industrial relations.
6. Distinguish between craft unions, industrial unions and central unions.
7. Define social security and mention its features.

**Part – B**

**Answer any FOUR questions in about 300 words each.**

**(4 x 10 = 40 marks)**

8. Define HRM and trace the evolution of the concept of human resources development.
9. Explain the role of Human Resources Department in mergers and acquisitions.
10. Illustrate the components of compensation. Explain the objectives and principles of wage and salary administration.
11. Distinguish between time wage system and piece wage system and bring out their advantages and drawbacks.
12. State the significance of employee welfare and explain the statutory provisions concerning employee welfare in India.
13. Distinguish between positive and negative discipline. Explain the main features of the code of discipline and the procedure for taking disciplinary action.
14. Bring out the causes for poor industrial relations and suggest measures to improve industrial relations.

**Part – C**

**Answer any TWO questions in about 1200 words each.**

**(2 x 20 = 40 marks)**

15. Discuss in detail the objectives of performance appraisal and various methods of performance appraisal.
16. Elaborate the prevailing wage policy in organized industry in India.

17. (a) Examine the causes for grievances. How can management gather information about grievances?

Explain the various steps involved in the model grievance procedure in India.

(b) What are the advantages of a grievance procedure? Bring out the essentials of a sound grievance procedure.

18. Elucidate the various labour laws which provide social insurance to an average employee in an Indian organization.

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