



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

**M.A.DEGREE EXAMINATION –ECONOMICS**

**SECOND SEMESTER – APRIL 2018**

**17/16PEC2MC03/EC 2812 – HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT**

Date: 21-04-2018

Dept. No.

Max. : 100 Marks

Time: 01:00-04:00

**Part – A**

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

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

1. Define Human Resource Management.
2. What are the objectives of Human Resource Planning?
3. Distinguish between Minimum Wage and Fair Wage.
4. What are Employee Stock Option Plans?
5. What is an Exit Interview?
6. Differentiate between Arbitration and Adjudication.
7. Write a short note on Maternity Benefit Act 1961.

**Part – B**

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

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

8. Bring out the characteristics of Human Resource Management and state the difference between Personnel Management and Human Resource Management.
9. Explain the various methods of forecasting demand and supply of Human Resources.
10. Briefly explain the significance and the various techniques of Training.
11. Examine the challenges in designing a compensation system.
12. State the principles and the procedure for Disciplinary Action.
13. Trace the evolution of Trade Union Movement in India and explain their functions.
14. Explain the Workmen's Compensation Act, 1923 and the Employee's State Insurance Act, 1948.

**Part – C**

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

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

15. Examine the structure and role of Human Resource Management in the changing business scenario.
16. Explain the process of performance appraisal and the essentials of an effective performance appraisal system.
17. Analyze the various incentive plans with their merits and demerits.
18. Discuss in detail the causes of Industrial Disputes and suggest measure to prevent the same.

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