# LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

### M.A. DEGREE EXAMINATION - ECONOMICS

SECOND SEMESTER - APRIL 2022

#### PEC 2503 – HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

Date: 20-06-2022	Dept. No.	Max.: 100 Marks

Time: 09:00 AM - 12:00 NOON

#### **PART A**

# Answer any FIVE questions in about 75 words each.

 $(5 \times 4 = 20 \text{ marks})$ 

- 1. Write a short note on wages, benefits and incentives.
- 2. What is Employee Stock Option Plan?
- 3. State the objectives of Human Resource Planning.
- 4. Identify the sources of recruitment.
- 5. What is meant by Management by Objectives?
- 6. Mention the ways to retain employees in an organization.
- 7. List out the parties involved in industrial relations.

### **PART B**

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

 $(4 \times 10 = 40 \text{ marks})$ 

- 8. Enumerate the objectives of employee welfare.
- 9. Explain the types of social security measures for employees.
- 10. Suggest measures to improve industrial relations.
- 11. Identify the sources of grievance.
- 12. Bring out the advantages of performance appraisal.
- 13. Distinguish between training and development.
- 14. Explain the benefits of job design.

#### PART C

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

 $(2 \times 20 = 40 \text{ marks})$ 

- 15. Narrate the disciplinary procedures.
- 16. Explain the important services provided by the trade union.
- 17. Discuss the process and purpose of job analysis.
- 18. Elaborate the objectives and methods of performance appraisal.

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