

LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034



M.A. DEGREE EXAMINATION – SOCIAL WORK

THIRD SEMESTER – NOVEMBER 2018

17PSW3MC04 – HUMAN RESOURCE MANAGEMENT

Date: 25-10-2018

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

SECTION –A

(10 x 2 = 20)

Answer ALL the questions. Answer to each question should not exceed 50 words

- 01 Differentiate between “Man Power Planning” and “Human Resource Planning” .
- 02 Distinguish between “Efficiency “and “Effectiveness”.
- 03 What is the significance of job analysis?
- 04 What are the three categories of skills?
- 05 What are the most important 4 attributes of an HR Professional?
- 06 What is the meaning of “Balanced Score Card”?
- 07 When does recruitment process end and selection process begin?
- 08 Distinguish between job description and job specification?
- 09 What is the underlying concept of “diversity” in Human Resource Management”?
- 10 What is TPM?

SECTION- B

(4 x 10 = 40)

Answer any FOUR questions. Answer to each question should not exceed 300 words

- 11 Explain the steps and techniques in Human Resource Planning.
- 12 Critically examine the pros and cons of “Business Process Out-sourcing” in international Human Resource Management.
- 13 What is your understanding of “ Separation” function of HRM?
- 14 Write short notes on “On the Job” and “Off the Job” training and development?
- 15 What are the retention strategies adopted to bring down attrition rate?

SECTION –C

(2 x 20 = 40)

Answer any TWO questions. Answer to each question should not exceed 600 words

- 16 Discuss the different types of Performance Appraisal systems.
- 17 Substantiate the rationale for the shift form “Personnel Management” to “Human Resource Management”.
- 18 Elaborate the “Principles of Management” according to Henry Fayol.

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