

APJ Abdul Kalam Technological University
Second Semester M.Tech Degree Examination, May 2016
Ernakulam II Cluster
Branch: Mechanical Engineering
Specialisation: Industrial Engineering and Management
05ME 6422 HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 60

Answer ALL questions

I. Module 1 12 Marks

- a) Determine the primary qualities and responsibilities of a HR manager. Elaborate on changing role of HR in view of social factors. (4 marks)
- b) HRM is the process of bringing together people & organization so that goals of the organization are met. Substantiate your answer with reference to function of HRM. (8 marks)

II. Module 2 12 Marks

- a) What is recruitment strategy? Explain any five directions used to identify source and attract a candidate pool. (4 marks)
- b) Explain Human resource planning Model and what are objectives of human resource planning (8marks)

III. Module 3 18 Marks

- a) Explain objectives and need of training and development in changing economic scenario (3 marks)
- b) What are the different methods of performance appraisal? (6 marks)
- c) Describe job evaluation process and any three methods of job evaluation. (9 marks)

Or

IV

- a) Explain annual bonus and profit sharing with relevant examples. (5 marks)
- b) Write short notes on vestibule training, apprenticeship ,diversity training, behaviour modelling (5 marks)

c) Explain Rating errors in the realm of performance appraisal (8 marks)

V.

Module 4

18 Marks

a) What are the major objectives of industrial relations and the parties to industrial relations?

(5marks)

b) What is the relevance of quality circles for continuous improvement in total quality management?

(5 marks)

c) What are the conditions required for successful institutionalization of performance management system and steps involved in setting up a competency based performance management system.

(8 marks)

Or

VI

a) Explain the concept of performance management system and its functions with special mention on competency based performance management system. (8 marks)

b) Discuss in about 200 words on industrial dispute and unfair labor practice. Give suggestions for improvement of industrial relations. (10 marks)