APJ Abdul Kalam Technological University

Ernakulam II Cluster

Second Semester M. Tech Degree Examination May 2017

05ME6422 - HUMAN RESOURCE MANAGEMENT

Time: 3 hrs.   Max. Marks: 60

1.
   a. Explain the meaning and importance of HRM?   (4 Marks)
   b. Explain the difference between HRM and Personnel Management? (8 Marks)

2.
   a. Explain job analysis with special reference job description and job specification.
                                                                                   (4 Marks)
   b. What are the requisites of a good HRP? Explain.   (8 Marks)

3.
   a. How do you evaluate a training program? What are the result and outcome of training program?   (9 Marks)
   b. Explain objectives, process and techniques of Job evaluation.   (9 Marks)

OR

4.
   a. What is the significance of training and development?   (9 Marks)
   b. Suppose that you are the HR manager in HDFC Bank. What all functions you have to perform there in order to improve the performance of that organization. Discuss objective and methods of performance appraisal.   (9 Marks)

5.
   a. What are the major objectives of industrial relations and the parties to industrial relations?   (5 Marks)
   b. Explain TQM-Kaizen-Quality Circles .   (5 Marks)
   c. 'Management industrial relations strategies are the result of strategic choices.' Discuss.   (8 Marks)

OR

6.
   a. What are the causes of industrial dispute and consequences of strike, lock -out, lay off and retrenchment?   (8 Marks)
   b. What are the steps involved in setting up a competency based performance management system.   (10 Marks)