

APJ Abdul Kalam Technological University
Ernakulam II Cluster

Second Semester M.Tech. Degree Examination April/May 2018

05ME 6422 - HUMAN RESOURCE MANAGEMENT

Time: 3 hrs

Max. Marks: 60

1. (a) What are the various models of HRM? Explain at least one model in detail.
(b) Explain various functions of HRM in detail.
(6+6=12 marks)
2. (a) What is job analysis? Discuss its importance and purpose with illustration.
(b) Explain the term selection. Describe the process of recruitment and selection.
(6+6=12 marks)
3. (a) Define training. Explain the significance of training need analysis with reference to training evaluation.
(b) What are the various methods of performance appraisal and which one comprehensive? Justify.
(c) What are the different types of incentive schemes? Discuss. (6+6+6=18 marks)

OR

4. (a) What are the different methods, tools and aids of training?
(b) "Compensation is an indispensable and most desirable part in every workers life". Determine the significance of compensation?
(c) Explain Rating errors in the realm of performance appraisal.
(6+6+6=18 marks)
5. (a) Explain the major objectives of industrial relations and the parties to industrial relations?
(b) Define collective bargaining. Discuss the concept and importance of collective bargaining.
(c) Enumerate the five S's of Kaizen with relevant industry example.
(6+6+6=18 marks)

OR

6. (a) What are the steps involved in setting up a competency based performance management system?
(b) Explain in detail TQM.
(c) What are the causes of industrial dispute and consequences of strike and lock -out.
(6+6+6=18 marks)