STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2023–2024 & thereafter)

M.A. DEGREE EXAMINATION, NOVEMBER 2024
HUMAN RESOURCE MANAGEMENT
FIRST SEMESTER

COURSE   **: CORE**
PAPER   **: HUMAN RESOURCE MANAGEMENT**
SUBJECT CODE **: 23HR/PC/HM14**
TIME   **: 3 HOURS**   **MAX. MARKS: 100**

Q. No.	SECTION A Answer ALL in 50 words **(10x2= 20 marks)**	CO	KL
1	Define industrial relations	CO1	K1
2	What is ranking method?	CO1	K1
3	What is meant by exit interview?	CO1	K1
4	List the factors to be considered for determining compensation.	CO1	K1
5	List down fringe benefits provided by companies.	CO1	K1
6	State the types of selection test.	CO1	K2
7	Differentiate between job description and job specification	CO1	K2
8	Mention the need for HR policy.	CO1	K2
9	Why is performance appraisal important?	CO1	K2
10	Differentiate between orientation and placement.	CO1	K2
Q. No.	**SECTION B** Answer any TWO questions from each K level not exceeding 600 words. **(4x10=40 marks)**	**CO**	**KL**
11	Discuss the methods and sources of recruitment.	CO2	K3
12	Enumerate the approaches to HR Audit.	CO2	K3
13	Write a note on Vroom and Porter Lawler motivation theory.	CO2	K3
14	Explain the evolution and growth of personnel management in India.	CO3	K4
15	Enumerate the statuary and non statuary welfare programmes.	CO3	K4
16	Discuss the long term and short term HR Planning with example.	CO3	K4
Q. No.	**SECTION C** Answer any ONE question from each K level **(2 x20 = 40 marks)**	**CO**	**KL**
17	Compare and contrast on and off the job training methods.	CO4	K5
18	Discuss the functions and scope of human resource management	CO4	K5

19	**Case Study:** TechNova Inc. is a technology company with 500 employees specializing in software development and IT services. Despite its reputation for innovation, the company faced increasing employee dissatisfaction due to outdated HR policies. Issues included high turnover rates, low employee morale, and poor work-life balance. The identified issues are outdated compensation and benefits, inadequate work-Life balance, lack of career development, ineffective Performance management. Analyze the case and suggest suitable HR policies to manage effectively.	CO5	K6
20	Discuss ways to handle grievance through discipline and domestic enquiry.	CO5	K6

****