

**STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI – 86**  
**(For Candidates admitted during the academic year 2011 – 2012 & thereafter)**

**SUBJECT CODE: 11EC/PE/HM14**

**M.A. DEGREE EXAMINATION NOVEMBER 2014**  
**BRANCH III – ECONOMICS**  
**FIRST SEMESTER**

**COURSE : ELECTIVE**

**PAPER : HUMAN RESOURCE MANAGEMENT**

**TIME : 3 HOURS**

**MAX. MARKS : 100**

**SECTION A**

**ANSWER ANY FIVE QUESTIONS IN ABOUT 300 WORDS EACH: ( 5 X 8 =40 )**

1. Explain the nature and scope of HRM.
2. Explain in a matrix organizational structure the personnel department. – Involving vertical dimension (personnel manager)
3. Discuss the need for human resource planning.
4. What are the constraints and challenges in the recruitment process?
5. Discuss how the approach of Maslow's theory differs from Herzberg's theory of motivation.
6. Explain how training on the job is effective to the worker and his productivity.
7. Explain the role of trade union in collective Bargaining.

**SECTION-B**

**ANSWER ANY THREE QUESTIONS IN ABOUT 1200 WORDS EACH: (3 X 20 = 60)**

8. Explain the dynamic aspects to be incorporated and the innovations needed in the modern environment of the corporate.
9. Explain the process of effecting human resource planning.
10. Discuss the methods of performance appraisal.
11. How do the rules and approaches justify for empowered discipline in an organization.
12. Discuss the relevant standards to be set to ensure employees safety and welfare.
13. Explain the ways in which quality of work life can be enhanced.

**\*\*\*\*\***