

Reg. No.....

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K 3128

Name.....

**SECOND SEMESTER M.A. (PERSONNEL MANAGEMENT) DEGREE
EXAMINATION, JULY/AUGUST 2003**

PM. 2.2.2. HUMAN RESOURCE MANAGEMENT AND HRD

Time : Three Hours

Maximum : 75 Marks

Part 1

*Answer any 5 questions 5x6=30 marks
All questions carry equal marks
Answers should not exceed 300 words.*

1. Discuss job evaluation and its output
2. Distinguish Performance Management and potential management in the light of the Peter Principle.
3. What is the assessment centre approach to employee selection
4. Explain TQM with special reference to HR.
5. "Career planning on behalf of the individual by the organization is no longer relevant in a highly volatile job market". Comment
6. "The abnormal cannot be a part of a performing organization and the normal will anyway help themselves. Therefore there is no relevance to employee counseling". Comment
7. Explain the concept of Development in HRD?
8. Explain the formal method of socialization in an organisation

Part 2

*Answer any 3 questions 3x15=45 marks
All questions carry equal marks
Answers should not exceed 1200 words.*

9. Prepare training modules for a 3 day training programme for newly recruited insurance agents for a new generation Life Insurance Company
10. What are the characteristics of a profession. Explain Management as a profession
11. Explain the concept of 360 degree appraisal. What are its advantages.
12. What adaptations are required for HR as a profession with the introduction of Information Technology?