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H – 3655

Reg. No. : .....

Name : .....

**First Semester M.A. (Human Resource Management) Degree Examination,  
December 2019**

**HRM 2.1.2 FUNDAMENTALS OF MANAGEMENT AND HRM**

**(2018 Admission onwards)**

Time : 3 Hours

Max. Marks : 75

**PART – 1**

Answer **all** questions. All questions carry equal marks.

1. Discuss the main characteristics of an effective manager.
2. Assess the contribution of scientific management to the development of management thought.
3. Identify at least three criticisms of formal planning.
4. What do you mean by professional ethics?
5. Differentiate between job analysis and job design.
6. List out various qualities of a human resource manager.
7. Write short notes on Training Need Analysis.
8. How do organizations determine future human resource needs?
9. Explain the concept of motivation and identify key aspects of motivation.
10. How does induction help new employees? **(10 × 2 = 20 Marks)**

P.T.O.



## PART – 2

Answer any FIVE questions.

11. Describe the six elements of Max Weber's model of bureaucracy. Explain the significance of each.
12. How can managers effectively plan when the external environment is continually changing? Explain the influence of technology on planning premises.
13. Discuss any three traditional training methods that managers use to improve employee skill sets.
14. Elaborate feed forward and feedback controls and provide an example for each one.
15. Discuss the main performance control tools used for monitoring and measuring organizational performance.
16. What are the five needs that Maslow has identified in his needs hierarchy theory? Explain each with proper examples.
17. "Leadership is situational." Explain this statement by bringing out the situational factors important for effective leadership.
18. How Gen Y workers present some unique challenges for managers?

**(5 × 5 = 25 Marks)**

## PART – 3

Answer any TWO questions. All questions carry equal marks.

19. Discuss the work of Henri Fayol as it relates to the general administrative approach to management and list and discuss Fayol's 14 principles of management.
20. Write in detail about the importance of studying management and list various rewards and challenges of being a manager.



21. Explain the managerial roles developed by Mintzberg. Include specific examples of each role and group each according to interpersonal, informational, and decisional roles.
22. List and discuss best-known selection methods that managers can use to reduce, accept, and reject errors when hiring new employees. Include an analysis of the strengths and weaknesses of each of these selection methods to support your answer.

**(2 × 15 = 30 Marks)**

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