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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management)
Degree Examination, January 2016
HRM 2.3.4 : EMPLOYEE WELLNESS AND SOCIAL SECURITY
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART - I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks.

1. Define labour welfare. How is labour welfare related to social welfare ?
2. State the principle of adequacy of wages in labour welfare.
3. What are the causes of industrial accidents ?
4. What is meant by safety climate ? How can it be created ?
5. What are social security measures ? Mention their characteristics.
6. What do you understand by employment injury ? List out the different types of disablements.
7. Mention the scope and functions of labour administration in India.
8. State the objectives of the ILO.
9. List out the functions of the Labour Bureau.
10. What are constitutional writs and appeals ? Give examples. **(10×2 = 20 Marks)**



PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks.

11. Briefly explain the trusteeship theory of labour welfare.
12. Distinguish between statutory and voluntary welfare measures with the help of examples.
13. Explain briefly, the role of employers in labour welfare. Give a few examples.
14. How can adequate working conditions be provided in factories ? Mention the relevant statutory provisions.
15. Briefly explain the major provisions of the Shops and Commercial Establishment Act, 1960.
16. What are the conditions of eligibility for benefits as per the Maternity Benefit Act, 1961 ?
17. Explain the procedure for determining the amount of gratuity as per the Payment of Gratuity Act, 1972.
18. What are the duties and responsibilities entrusted with the Officers and Commissioners of the State Labour Department, Kerala ? **(5×5 = 25 Marks)**

PART – III

Answer **any two** questions. **Each** answer **not** to exceed **1,200** words. **All** questions carry **equal** marks.

19. Trace the historical development of labour welfare in India highlighting the major *milestones*.
 20. What are occupational hazards and diseases ? Explain the features of the occupational health services.
 21. Explain the various benefits provided for the employees as per the Employees' State Insurance Act, 1948.
 22. Describe the objectives of the labour policy of the Central Government and bring out its salient features. Discuss also, the impact of economic liberalization on Indian Labour Policy. **(2×15 = 30 Marks)**
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(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART - I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks.

1. Outline the concept of employee welfare.
2. State the principle of totality of welfare in labour welfare.
3. What is accident proneness ? How can it be controlled ?
4. What are the objectives of the Kerala Shops and Commercial Establishment Act, 1960 ?
5. Distinguish between social insurance and social assistance.
6. What is provident fund ? What is the contribution made to this fund by the parties ?
7. What are the functions of labour administration ?
8. What are the objectives of the ILO ? Give the administrative set up of the ILC.
9. List out the functions of the state labour department, Kerala.
10. How do constitutional writs and appeals become relevant in industrial jurisprudence ? (10x2=20 Marks)



PART - II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks.

11. Briefly explain the policing theory of labour welfare.
12. What are the objectives of labour welfare ? How is welfare related to wellness ?
13. What are some of the best practices in employee welfare ? Mention the employee welfare measures in the IT sector.
14. Explain the concept of industrial health and hygiene. What are the statutory health provisions as per the Factories Act, 1948 ?
15. Briefly describe the welfare provisions relating to the Contract Labour (Regulation and Abolition) Act, 1970.
16. Explain the scheme of employees' compensation as per the Workmen's Compensation Act, 1923.
17. Examine the significance of gratuity as a retirement benefit. How is gratuity calculated as per the Act ?
18. Briefly explain the labour policy of the central government and bring out its salient features. (5×5=25 Marks)

PART - III

Answer **any two** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks.

19. Discuss the role of managements and trade unions in providing welfare measures in organizations. Give a few illustrations from your field work experience.
 20. Examine the various welfare measures provided under the Plantations Labour Act, 1951.
 21. Explain the salient features of the Maternity Benefit Act, 1961. Suggest amendments to make the Act more relevant.
 22. Describe the evolution of labour administration in India highlighting the major developmental stages. (2×15=30 Marks)
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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2018
HRM 2.3.4 : EMPLOYEE WELLNESS AND SOCIAL SECURITY
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks.

1. What are the aims and objectives of employee welfare ?
2. State the principle of accountability in labour welfare.
3. What are labour welfare fund boards ? List out a few.
4. What do you understand by industrial hygiene ?
5. Define social security. How is it related to labour welfare ?
6. What is gratuity ? How is it calculated ?
7. What is labour administration ? Define its scope.
8. Distinguish between conventions and recommendations of the ILO.
9. Mention the duties of labour officers and labour commissioners.
10. What are constitutional writs and appeals ? Mention their significance. (10×2=20 Marks)

PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks.

11. What is welfare audit ? How is it conducted ?
12. Briefly explain the role of trade unions in labour welfare. Give examples of such initiatives.

P.T.O.



13. What are the emerging trends in employee welfare especially in new-age organizations ?
14. How is safety organization done in factories ? List out the duties of safety officers.
15. Briefly explain the major welfare provisions as given in the Plantations Labour Act, 1951.
16. Enlist the various benefits provided for employees as per the Employees' State Insurance Act, 1948.
17. Outline the benefits provided for the welfare of special categories of labour like women and children.
18. Briefly explain the labour policy of the State Government and examine its relevance in the current economic context. (5×5=25 Marks)

PART - III

Answer **any two** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks.

19. Explain any two theories of labour welfare and critically analyze their practical relevance in today's Indian industrial context.
20. Examine the extent of industrial pollution in our country. Suggest measures for its prevention.
21. Explain in detail, the major provisions of the Workmen's Compensation Act, 1923.
22. Write an essay on the Central Government machinery for labour administration. (2×15=30 Marks)



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F – 5391

Reg. No. :

Name :

III Semester M.A.H.R.M. Degree Examination, February 2019
HRM 2.3.4 : EMPLOYEE WELLNESS AND SOCIAL SECURITY
(2014 Admn. Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** the questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(10x2=20 Marks)**

Write short notes on :

1. Welfare Audit.
2. Social Security.
3. Provident Fund.
4. Writ of certiorari.
5. Industrial Hygiene.
6. Safety Climate.
7. Types of disability.
8. Quo warranto.
9. Welfare funds.
10. Employee wellness.



P.T.O.



PART – II

Answer **any 5** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks. **(5×5=25 Marks)**

11. Write a note on voluntary and statutory welfare measures.
12. Write a note on the safety provisions under the Factories Act, 1948.
13. Write a note on the role of ILO in labour administration.
14. Write a note on occupational diseases.
15. What are the benefits a woman gets under Maternity Benefit Act, 1961 ?
16. How does the labour policy and 5 year plans contribute to labour administration ?
17. Write a note on the calculation of gratuity.
18. Write a note on the relevance of Contract Labour (Regulation and Abolition) Act, 1970.

PART – III

Answer **any 2** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Write a detailed note on the provisions of Kerala Shops and Commercial Establishments Act, 1960.
 20. What are the different methods of prevention and control of industrial pollution ?
 21. Write a detailed note on the different social security legislations.
 22. Write an essay on the importance of employee wellness and Social Security to the employees and the organisation.
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B - 4276

Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2017
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART - I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(2×10=20 Marks)**

1. Distinguish performance management and performance appraisal.
2. Write a note on Organizational Performance.
3. Write a note on group incentive.
4. Briefly explain the goal setting theory and its linkage to performance management.
5. Write a note on management by objectives.
6. Write a note on 360 degree appraisal.
7. Write a note on behaviourally anchored rating scale.
8. Write a note on reliability of appraisal tools.
9. What is the relation between reward management and performance management ?
10. Distinguish performance and potential appraisal.

P.T.O.

B - 4276



PART - II

Answer **any five**. Each answer **not** to exceed **500** words. **All** questions carry **equal** marks.
(5×5=25 Marks)

11. Distinguish job evaluation and performance evaluation.
12. Link performance appraisal and training need identification.
13. A good performance management system shall incorporate a provision for counselling. Comment.
14. Distinguish performance counselling and mentoring.
15. A good performance management system will be based on sound HRD principles. Comment.
16. What would you suggest as Key Result Areas (KRAs) for the Managing Director of KSRTC ?
17. What is the justification for a reviewer above the level of the appraiser for performance management in a large organization ?
18. What are the perceptual errors to be guarded against in a performance appraisal view ?

PART - III

Answer **any two**. Each answer **not** to exceed **1200** words. **All** questions carry **equal** marks.
(2×15=30 Marks)

19. Write on the ethics of forced ranking.
 20. Develop a performance management system for post graduate level teachers of Management institutes.
 21. What are the measures to avoid bias in performance management systems ?
 22. Explain Balanced score card as a performance management tool.
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Reg. No. :

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**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2016
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(2×10=20 Marks)**

1. Define performance management.
2. Write a note on Organizational Behaviour and Organizational Performance.
3. Write a note on individual incentive.
4. Briefly explain the social learning theory and its linkage to performance management.
5. Write a note on goal setting and feedback in Management by Objectives.
6. 360 degree appraisal is likely to be less subjective than a 90 degree appraisal. Comment.
7. Write a note on critical incident method.
8. Write a note on reliability and validity of appraisal tools.
9. What is the relation between reward and performance ?
10. Distinguish performance evaluation and job evaluation.



PART – II

Answer **any five**. Each answer **not** to exceed **500** words. **All** questions carry **equal** marks. **(5×5=25 Marks)**

11. Link time study and performance appraisal.
12. What is the importance of standard performance ?
13. A good performance management system shall incorporate a provision of review. Comment.
14. What is the performance management strategy for an employee who is able but unwilling ?
15. A good performance management system will be based on sound principles of employee learning. Comment.
16. What would you suggest as Key Result Areas (KRAs) for the Branch Manager of a retail bank ?
17. What are the challenges for performance management in a large organization ?
18. What is the role of the HR Manager and the line Manager in performance management ?

PART – III

Answer **any two**. Each answer **not** to exceed **1200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Comment on the ethics of performance appraisal.
 20. Develop a performance management system for Medical interns.
 21. How can we ensure objectivity in performance management ?
 22. Explain HR Score Card as a performance management tool.
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F – 5390

Reg. No. :

Name :

Third Semester M.A.H.R.M. Degree Examination, February 2019
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admn. Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(10×2=20 Marks)**

1. Explain the role of performance management.
2. Distinguish performance appraisal and performance management.
3. How is job description linked to performance management ?
4. Why is self-appraisal important ?
5. What are KPAs ?
6. Distinguish performance planning and targets.
7. Where are 360 degree appraisals appropriate ?
8. How is management control and employee motivation balanced ?
9. What is frame of reference training ?
10. How can stereotyping errors eliminated systematically ?

PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks. **(5×5=25 Marks)**

11. What are the line and staff roles of performance management ?
12. How is benchmarking linked to performance management ?



P.T.O.

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13. Link training and performance management systems.
14. "Career management and performance management are related". Comment.
15. Comment on standard performance as an important component of performance management.
16. How is performance management specific to an IT firm and a manufacturing firm ?
17. Comment on the link between generic systems (such as ISO) and performance management.
18. What are the minimum requirements of a well-designed performance management system ?

PART – III

Answer **any two** questions. **Each** answer **not** to exceed **200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Describe job evaluation and its link to reward and performance management.
 20. "Performance is linked, but by itself is inadequate to indicate future performance". Comment.
 21. Describe the three levels at which performance management can be applied and the challenges at each level.
 22. Detail BARS with adequate illustrations.
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D – 3789

Reg. No. :

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**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2018
HRM 2.3.3 : PERFORMANCE MANAGEMENT
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(2×10=20 Marks)**

1. Define performance.
 2. Write a note on Individual Behaviour and Organizational Performance.
 3. Write a note on group incentive as a performance management tool.
 4. Briefly explain the control theory and its linkage to performance management.
 5. Write a note on the participatory nature of Management by Objectives.
 6. 360 degree appraisal is likely to be less subjective than a 90 degree appraisal. Comment.
 7. Write a critical incident in a front office scenario and how the same can be used as a performance management tool.
 8. Write a note on appraisal tools.
- What is the relation between incentives and performance ?
- Distinguish performance evaluation and potential evaluation.

P.T.O.



PART - II

Answer **any five**. Each answer **not** to exceed **500** words. All questions carry **equal** marks. **(5×5=25 Marks)**

11. Link job analysis and performance appraisal.
12. What is the idea of standard output ?
13. A good performance management system shall incorporate a provision for training, counselling and review. Comment.
14. What is the performance management strategy for an employee who is unable but willing ?
15. A good performance management system will be based on sound principles of employee motivation. Comment.
16. What would you suggest as Key Result Areas (KRAs) for the Branch Manager of an insurance company ?
17. What are the challenges for performance management in a startup organization ?
18. What is the role of the HR Manager and the line Manager in performance management ?

PART - III

Answer **any two**. Each answer **not** to exceed **1200** words. All questions carry **equal** marks. **(2×15=30 Marks)**

19. Comment on the perceptual errors possible and the ways to reduce the same in performance appraisal.
 20. Develop a performance management system for Sales Managers of any FMCG product.
 21. Differentiate between performance management for Managers and Non-managers with appropriate examples.
 22. Explain with examples the different performance appraisal methods.
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