

63



(Pages : 2)

B – 4700

Reg. No. :

Name :

**First Semester M.A. (Human Resource Management) Degree
Examination, January 2017
HRM – 2.1.2 : FUNDAMENTALS OF MANAGEMENT AND HR
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

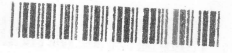
PART – 1

Answer **all** questions. Answer should **not** exceed **50** words. (10×2=20 Marks)

1. F W Taylor.
2. Recruitment and Selection.
3. Delegation.
4. Middle Managers.
5. Division of work and specialization.
6. Disputes and grievances.
7. Job enrichment and job enlargement.
8. Wage and salary.
9. Personnel management and HRM.
10. Skills for different levels of management.

P.T.O.

B - 4700



PART - 2

Answer **any five** questions. Answer should **not** exceed **500** words. (5×5=25 Marks)

11. Elaborate on the skill sets and qualities required for an HR Manager.
12. Explain the importance and process of HRP.
13. Contrast recruitment and downsizing processes.
14. Explain in brief the popular steps involved in selection process.
15. What is matrix structure? What are the advantages and disadvantages of matrix structure?
16. Explain the importance of ethics in business.
17. What is QWL? What are the factors determining QWL in organizations?
18. What is career planning? What are the challenges faced by managers today in career advancement?

PART - 3

Answer **any two** questions. Answer should **not** exceed **1200** words. (2×15=30 Marks)

19. Explain evolution of management thought with the details of key contributors to it.
 20. Discuss various functions of HRM and their strategic importance.
 21. Explain in detail the transition happening to IR, what are the labour security measures available in India?
 22. What is HRD? Explain its purpose and importance with suitable examples.
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578



Reg. No. :

Name :

**First Semester M.A. (Human Resource Management) Degree
Examination, February 2016
HRM 2.1.2 : FUNDAMENTALS OF MANAGEMENT AND HR
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **(10×2=20 Marks)**

1. Elton Mayo.
2. Planning.
3. Centralisation.
4. Business Ethics.
5. Induction.
6. HRP.
7. Whistle Blowing.
8. Job Description.
9. Virtual Organization.
10. Training and development.

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **(5×5=25 Marks)**

11. What are the steps involved in the planning process ?
12. Elaborate MBO with your comments.

P.T.O.



13. Enumerate on the problems of Industrialization and Urbanization.
14. What are the qualities required for a HR Manager in the changing work environment ?
15. Briefly explain various Recruitment methods.
16. Explain the social significance of industrial revolution and related developments.
17. 'Decision making is the primary task of the manager'. Comment.
18. Explain various types of interviews. What are their objectives ?

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words. **(2×15=30 Marks)**

19. Explain major challenges of HRM in the modern volatile, uncertain, complex and ambiguous business environment.
20. Explain the contributions of Frederick W Taylor, Henri Fayol and Max Weber to Management thought.
21. Describe the key elements of Organizational Design and their significance.
22. Enumerate on the Advisory, Service and Functional role of HRM.

80

(Pages : 3)

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.

80

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)





(Pages : 2)

F – 4657

Reg. No. :

Name :

**First Semester M.A. (Human Resource Management) Degree
Examination, February 2019
HRM 2.1.2 : FUNDAMENTALS OF MANAGEMENT AND HRM
(2018 Admn.)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. Answer should **not** exceed **50** words. **All** questions carry **equal** marks.

1. List out the principles of scientific management.
2. What are business values ?
3. What do you understand by line and staff organization ?
4. Define leadership.
5. What is feed forward control ?
6. Distinguish between personnel management and HRD.
7. What do you understand by job design ?
8. What is induction ?
9. What is employee development ?
10. What is meant by employee promotion ? **(10×2=20 Marks)**

PART – II

Answer **any five** questions. Answer should **not** exceed **500** words. **All** questions carry **equal** marks.

11. Explain briefly the concepts of centralization, authority and responsibility as given by Henry Fayol.
12. What is MBO ? Highlight the benefits of MBO.



P.T.O.

F – 4657



13. Explain the planning process and the different types, of planning.
14. Explain briefly the managerial functions of staffing, directing and supervision.
15. Explain the objectives and functions of human resource management.
16. What is HR planning ? Briefly explain the techniques used for HR planning.
17. Explain the difference between recruitment and selection. Enlist a few selection methods.
18. What is training evaluation ? How is it done ?

(5×5=25 Marks)

PART – III

Answer **any two** questions. Answer should **not** exceed **1200** words. **All** questions carry **equal** marks.

19. What are the roles and responsibilities of managers ? Explain the managerial skills required for a competitive advantage.
20. Explain the managerial decision making process highlighting the major tools and techniques of decision making.
21. Explain the process of organizational design and structuring. Compare the merits and demerits of traditional and modern organizational structures.
22. Explain the different approaches to employee development. Also, highlight the use of technology in training.

(2×15=30 Marks)





(Pages : 2)

8869

Reg. No. :

Name :

First Semester M.A. Degree Examination, February 2015
HUMAN RESOURCE MANAGEMENT
HRM 2.1.2 : Fundamentals of Management and HR
(2014 Admission)

Time : 3 Hours

Max. Marks : 75

PART – A

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

1. Span of control
2. Accountability
3. Responsibility
4. Matrix organizational structure
5. Hawthorne effect
6. Henry Fayol
7. Mechanisation
8. Rationalisation
9. Qualities of HR Manager
10. Human Resource Development.

PART – B

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

11. Why Management is both science and an art ?
12. "Today's managers have to do more planning and co-ordinating than controlling and directing". Justify the statement.

P.T.O.

8869



13. Discuss the various types of organizational structure giving their merits and demerits.
14. Write a note on role of behavioural science in management.
15. Explain the concept of Human Resource Management and enumerate the important activities undertaken by HRM function.
16. Bring out the functions of HRM department in an organization.
17. Discuss the philosophy and objectives of HRM.
18. What are the various challenges faced by HR due to changing characteristics of industrial workforce ?

PART – C

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

19. Explain the evolution of management thought.
 20. Discuss the various roles played by HR Department in an organization.
 21. Discuss the role of top, middle and junior level managers in organizations.
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68



(Pages : 2)

D – 5622

Reg. No. :

Name :

**First Semester M.A. (Human Resource Management) Degree
Examination, March 2018
HRM 2.1.2 – FUNDAMENTALS OF MANAGEMENT AND HR
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – 1

Answer **all** questions. Answer should **not** exceed **50** words. **(10×2=20 Marks)**

1. Henri Fayol.
2. Organizing.
3. First line managers.
4. Values
5. Span of Control.
6. HRD.
7. Outsourcing.
8. Downsizing strategies.
9. Matrix organizational structure.
10. MBO.

PART – 2

Answer **any five** questions. Answer should **not** exceed **500** words. **(5×5=25 Marks)**

11. Explain the four basic functions of management with its significance.
12. Explain the rational decision making process.

P.T.O.



13. Elaborate on the objectives of HRM.
14. Discuss the advantages and disadvantages of centralization in business organizations.
15. Discuss the important issues involved in making promotion and transfer decisions.
16. Explain the importance of Ethics in Business.
17. What are the factors affecting HRP ?
18. Enumerate on the characteristics of the factory system.

PART - 3

Answer **any two** questions. Answer should **not** exceed **1200** words. **(2×15=30 Marks)**

19. Present an overview of the HRM processes and functions in its sequence.
 20. Compare and contrast the conclusions of Classical era and Behavioural era.
 21. Explain different types of Departmentation with its advantages and disadvantages.
 22. Explain in detail the selection techniques used in business organisation with its merits and demerits.
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