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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.



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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)**
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