

PAPER – III – 12CMPCM03
HUMAN RESOURCE MANAGEMENT
M.Phil – Degree Examination

Time: 3 Hours

Max.Marks: 75

PART – A

Answer All Questions. (5 x 5 = 25)
All questions carry equal marks

1(a).Write about the functions of Human resource management.

(OR)

(b).What all are the system approach to study Human resource manager.

2(a).Explain in detail about requirement process.

(OR)

(b).Explain the purpose of man power planning.

3(a).How to manage retention and bring out its effectiveness.

(OR)

(b).Why is training such a critical strategic issue for organization – Explain.

4(a).What all are the reasons for the employee's absenteeism.

(OR)

(b).Briefly discuss about the reasons for employee attrition.

5(a).Identify current trends and challenges in managing human capital today.

(OR)

(b).How to overcome conflict in workplace, is that duty of human resource manager to solve it – Discuss.

PART – B

Answer All Questions. (5 x 10 = 50)
All questions carry equal marks

6(a).Explain the applications and use of software within the HRM functions.

(OR)

(b). What all are the roles and Qualities of Human Resource Manager in workplace.

7(a).What are employee welfare activities, in that what is the portion of duties lies with the Human Resource Manager.

(OR)

(b). Explain about Grievances handled and Redressal activities engaged by human resource manager.

8(a). Discuss employee join, stay and leave process.

(OR)

(b). What is performance appraisal and bring out the reasons for why it is used in organization.

9(a). What is employee mobility and what all are the types.

(OR)

(b). What is employee turnover and explain the reasons and its effective measures.

10(a). What is employee participation in management and what all its forms to make effective decision in working conditions.

(OR)

(b). Explain human resource information systems and What all are its types, how it brings the results successfully.

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1(a).what is the meaning of Human resource management and bring out its scope and importance.

(OR)

(b). Write the difference between personnel management and human resources management.

2(a).List out the factors that affectsthe human resources planning.

(OR)

(b). List out the forms of employees inflow.

3(a).What all are the measures which is undertaken by the company to retaining the human force.

(OR)

(b).Review about employee's competency mapping model and its associations.

4(a).What is the meaning of Attrition, what all are the ways that has to be handled by the Procurement manager against attrition.

(OR)

(b). Discuss about the strategies and calculation of attrition.

5(a).Explain Collective bargaining and bring outits pros and cons.

(OR)

(b). What is human resource audit, construct its benefits and purposes.

PART – B

Answer All Questions. (5 x 10 = 50)
All questions carry equal marks

6(a).Explain human resource management approaches and its perspectives in modern era.

(OR)

(b). What is human resource management policies, procedures and program, does all those things brings the effective operations in the organization.

7(a). Discuss about human planning strategies and establish the guidelines for the personal demand forecasting.

(OR)

(b). What is recruitment and what all are its types and process.

8(a). Bring out the techniques of employee retention management.

(OR)

(b). Give some valuable guidance to human resource manager to pool and manage the talent wide around in the organization.

9(a). What is attrition, whether it is good or bad for the concern – determine its behavior.

(OR)

(b). What all are the reasons for constant attrition, what all are will be the consequences face by the organization. Will it can rectifiable or not.

10(a). Describe the conditions for the success of collective bargaining.

(OR)

(b). List some of the forms of workers participation management and bring out some reasons for the limited success of it.