# LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

M.A. DEGREE EXAMINATION - SOCIOLOGY

THIRD SEMESTER – NOVEMBER 2016

PART – A

#### **SO 3813 - HUMAN RESOURCE MANAGEMENT**

Date: 05-11-2016 Time: 09:00-12:00

Max.: 100 Marks

#### Answer the following in about 30 words each:

- 1. Mention any two importance of human resources management.
- 2. Define planning.
- 3. What is ergonomics?
- 4. What is job analysis?
- 5. What is induction?
- 6. List any two objectives of performance appraisal.
- 7. Explain 360 degree feedback.
- 8. Write note on vestibule training.
- 9. Mention any two needs for training.
- 10. What is MBE?

#### PART - B

#### Answer any FIVE questions in about 300 words each:

11. "Management is an art as well as science". Explain.

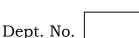
- 12. Describe the process of manpower planning.
- 13. Distinguish between recruitment and selection.
- 14. Explain the factors affecting effective performance appraisal.
- 15. Define recruitment. Explain the sources of recruitment.
- 16. Explain the difference between job analysis and job evaluation.
- 17. Describe the steps involved in MBO.

### PART - C

## Answer any TWO questions in about 1,200 words each: $(2 \times 20 = 40 \text{ Marks})$

- 18. Define management. Explain the nature, scope and needs of human resources management.
- 19. Discuss the various steps involved in the process of selecting the employees.
- 20. State the benefits of training and explain the types and methods of training.
- 21. Delineate the advantages and disadvantages of management by participation. How can it be made effective?.

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 $(10 \times 2 = 20 \text{ Marks})$ 

(5x 8 = 40 Marks)

