



**M 18744**

Reg.No. : .....

Name : .....

**III Semester M.S.W. (Regular/Supplementary) Degree  
Examination, December 2010  
OIII – HRM – I  
HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 80

**PART – I**

Answer **any 6** of the following. **Each** question carries **3** marks.

**(6×3=18)**

1. Recruitment
2. Coaching
3. Job specification
4. Provident fund
5. Human Resource Development
6. Demotion
7. Management
8. Bonus
9. Procurement.

**PART – II**

Answer **any 5** of the following. **Each** question carries **6** marks.

**(5×6=30)**

10. What are challenges in formulating a recruitment policy ?
11. Explain how job design is carried out in organisations.

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12. What are the disadvantages of outsourcing HR functions ?
13. What are the managerial functions of the HR department ?
14. How can we use management games as a training method ?
15. Explain how Employee Stock Ownership Plan acts as an incentive to employees.
16. Differentiate between learning and training.
17. How can we interpret Maslow's Need Hierarchy Theory in the context of reward system of an organisation ?

### PART – III

Answer **any 2** of the following. **Each** question carries **16** marks.

(2×16=32)

18. Explain the process of HR planning.
  19. What are the different off the job training methods practised in human service organisations ?
  20. Discuss the objectives and importance of Human Resource Management in organisations.
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