

MAY 2014

**P/ID 77608/PBE1K/
PBEXK**

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What do you understand by the term "Human Resources"? Describe the nature of human resources.
2. What do you understand by human resource policy? Explain the need for human resource policies in industry.
3. What is 'recruitment'? Explain the process of recruitment.
4. Why is it necessary to change an employee's job? Explain the purpose of Job changes.
5. Explain the objectives of Job evaluation.

6. Explain the principles of wage and salary administration.
7. Explain the significance of industrial health and safety in effective management of human resources.
8. Describe the importance of time factor.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. "Management of HR is a basic responsibility of every manager". Discuss.
10. Bring out the need for human resource policy in an organisation. What points will you consider while framing the human resource policy?
11. Discuss critically the various sources of recruitment for executives.
12. Explain the relative merits and demerits of seniority and merit as the basis of promotion.

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13. Discuss the advantages and limitations of Job evaluation as a basis for fixing and revising wages and salaries.
14. Explain two basic systems of wage payment, bringing out their merits and demerits.
15. Describe the social and economic importance of a health and safety programme in a company. Why the support of top management is so vital to the success of this programme?
16. Discuss the provisions of the Factories Act, 1948 relating to safety to industrial workers.

PART C — (1 × 20 = 20 marks)

(Compulsory)

17. Case study :

"The Fit Bits company required for its supervisory position that a person should be both an effective technician and an effective manager. One of the most outstanding supervisors is Mr. John. He has a special ability for handling both" men and machines. When the position of plant manager felt vacant, he applied for the job. When asked in the interview, how he felt qualified for the job.

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Mr.John replied, I think I can perform the task well and my performance in the present job shows that.

Questions :

- (a) Evaluate Mr.John's appraisal of himself.
 - (b) Do you agree with his views?
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