

MAY 2012

**P/ID 77509/PMBJ/  
PMB1J**

---

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

All questions carry equal marks.

1. What is Human Resource Planning?
2. Write a note on Transfers and Promotions.
3. Explain any two theories of Wages.
4. What is the role of TQM in HR?
5. What are the resistance factors to management of Change?
6. Write a note on IR system in the Indian environment.
7. Bring out the salient aspects of Time management.
8. Write a note on Workers Participation in Management.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

All questions carry equal marks.

9. Discuss the various types of interviews used in selecting employees. What are the pros and cons of interview a selection procedure?
10. What kinds of organizational changes have resulted from increased international competition and how has the HRM helped achieve those changes?
11. Explain the newer trends in performance appraisal systems.
12. What are some of the factors that have increased the organisation status of the HR function?
13. Distinguish between various terms promotion, transfer and demotion.
14. Explain the need for exit interview and importance to organisations.
15. What causes stress in organizations? Identify the stressors for the entry level, middle level and top level managers.
16. Explain the various personnel records to be kept in organizations.

2      **P/ID 77509/PMBJ/  
PMB1J**

PART C — (1 × 20 = 20 marks)

Compulsory.

Case study.

17. Imagine you are an HRM consultant and have been approached by a large modern manufacturing organization. The organization is considering moving towards offering a more flexible 'cafeteria-style' reward system to all of its various employees and is seeking your advice. Prepare an answer for the Board that critically evaluates the risks and potential benefits such a move might involve, being careful to detail under what conditions this move would be advisable.
- 

3      **P/ID 77509/PMBJ/  
PMB1J**