MAY 2015 **P/ID 77509/PMBJ/ PMB1J/PMBSL**

Time : Three hours Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Elucidate the concept of 'HRP'. State its uses.

2. Distinguish between job description and job specification.

3. What is meant by induction? Is it necessary for selection process?

4. Define 'EXIT' interview. Identify the reasons for conducting in an organisation.

5. What is meant by halo effect? Examine its impact on performance appraisal.

6. What is cost of living index? State its need.

7. Enumerate the importance of safety audit.

8. What do you understand by prioritizing work scheduling?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain the objectives and scope of human resource management.

10. Examine the different sources of recruitment. Suggest suitable source of recruitment for management trainees.

11. Define interview. Enumerate the various interview techniques used in the selection process.

12. What are the causes of indiscipline and misconduct? Identify the principal ingredients of a sound disciplinary system.

13. Enumerate the demerits of traditional performance appraisal methods. Explain the modern methods of appraisal and career development.

14. Identify the principles of wage and salary administration. Examine the factors influencing wage and salary structure and administration.

15. What is 'Accident proneness'? Discuss the various safety programme to prevent the accidents.

16. Describe the flexible work arrangement. Trace the relationship between telecommuting and IT related job.

PART C — (1 × 20 = 20 marks)

Compulsory.

17. Case :

A medium sized IT company is facing high attrition rate, you have been assigned the task identify the causes and suggest the strategies to retain the workforce. Develop a detail report.

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