LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**M.A.** DEGREE EXAMINATION - **SOCIAL WORK**

**MB 10**

THIRD SEMESTER – November 2008

# SW 3966 - HUMAN RESOURCE MANAGEMENT

Date : 07-11-08 Dept. No. Max. : 100 Marks

Time : 9:00 - 12:00

**Section - A**

Answer **ALL** questions, in not more than 50 words each. (10 x 2 = 20 marks)

1. Define Human Resource Management .
2. Explain ‘Job Description’.
3. What is meant by Quality Management?
4. State any Four demerits of On-line Recruitment process?
5. Enlist the components of a Salary Package.
6. State the importance of Training Need Analysis.
7. What is ‘Job Rotation’?
8. Differentiate Retrenchment from Dismissal.
9. Explain any two types of Separation of employees from an Organisation.
10. Define ‘Strategic Human Resource Management’.

**Section – B**

Answer any **FOUR** in not more than 300 words each. (4 x 10 = 40 marks)

.

1. Explain any TWO Schools of Thought of Management.
2. Bring out the significance and components of Personnel Policies.
3. Define Organisation Structure and explain any Two structures with illustrations.
4. ‘MBO is an effective instrument of Performance Appraisal’. Justify.
5. Elaborate the process of Job Analysis.
6. Write notes on : a) Core Competency and b) Benchmarking.

**Section - C**

Answer any **TWO** in not more than 600 words each. (2 x 20 = 40 marks)

1. Discuss the Managerial functions of HR Department.
2. Explain the process of ‘Selection’, implemented in your Field Work Agency.
3. Outline the scope of Training & Development in a Manufacturing Industry and discuss any Four types of training suitable for the same.

\*\*\*\*\*\*\*\*\*\*\*\*\*\*