

**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**



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

**THIRD SEMESTER – NOVEMBER 2019**

**18PSW3MC04 – HUMAN RESOURCE MANAGEMENT**

Date: 31-10-2019

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

**SECTION –A**

**Answer ALL the questions. Answer to each question should not exceed 50 words ( 10 x 2 = 20 )**

- 01 What is the full form of 'POSDCORB'?
- 02 What is 'Systems Approach' in management thinking?
- 03 What is the underlying concept of 'Diversity' in Human Resource Management?
- 04 Define 'Succession Planning'.
- 05 How Job Analysis is different from Job Evaluation?
- 06 What is meant by training need analysis?
- 07 In which circumstance Voluntary Retirement Scheme is introduced?
- 08 What do you mean by 'Total Productivity Maintenance'?
- 09 What is the meaning of 'Six Sigma'?
- 10 What is 5 S Concept?

**SECTION- B**

**Answer any FOUR questions. Answer to each question should not exceed 300 words ( 4 x 10 = 40 )**

- 11 Describe the global competencies of Human Resource Manager.
- 12 Explain the challenges and techniques deployed in Talent Acquisition by your field work agency.
- 13 Highlight the different 'Executive Development Programmes' adopted under training and development?
- 14 Discuss about the latest retention strategies used by HR to bring down the attrition rate at global level.
- 15 Write a note on 'Total Quality Management'.

**SECTION –C**

**Answer any TWO questions. Answer to each question should not exceed 600 words ( 2 x 20 = 40 )**

- 16 Elaborate the "Principles of Management" according to Henry Fayol.
- 17 Explain the factors influencing compensation plan and policies.
- 18 Discuss the different methods of Performance Appraisal.