

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)

Chromepet, Chennai — 600 044.

B.Sc.(Psy) END SEMESTER EXAMINATIONS APRIL-2023

SEMESTER - VI

**20UPCET6003 - Human Resource Management**

Total Duration : 2 Hrs 30 Mins.

Total Marks : 60

### **Section B**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Define MBO? Illustrate it's advantages and limitations over traditional method.
2. Discuss the differences between training and development.
3. Elaborate any four modern techniques to employees' performance appraisal.
4. State the purpose of assessing current human resources. How is Job analysis done?
5. Explain how remuneration and rewards helps to motivate employees.
6. Elaborate any four stress management techniques in an organisation.
7. Evaluate any four applications of motivation in the Indian Information Technology sector.
8. Discuss the relevancne of the concept of career planning and succession planning realistic in today's dynamic environment.

### **Section C**

Answer any **THREE** questions ( $3 \times 10 = 30$  Marks)

9. "Human resource management is a proactive approach and personnel management is a relative approach to perform the same set of function related to managing human resource" - Do you agree with this statement?
10. Critically reflect on why performance Appraisal (PA) is required in any organization. Appraise the different methods of PA. Which one you prefer and why?

**Contd...**

11. Compare Training and education. Analyze the philosophy of training and the training need assessment and the objectives to be set to begin meeting training needs.
12. Examine management development Programme. Critically assess the diagnostic steps in developing such programme.
13. Despite the increase in number of women employees, gender bias continues to prevail. What policy changes should an organization introduce to handle this issue?

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