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**SAINTGITS COLLEGE OF APPLIED SCIENCES**

Second Internal Assessment Examination, February 2019

Department of Corporate Economics Semester VI

**ECONOMICS OF HUMAN RESOURCE MANAGEMENT**

Total : **80 marks** Time:3**Hours**

**Section A**

*Answer all questions. Each question carries 1 mark.*

1. Define HRM.

2. What is Job evaluation?

3. What are Perquisites?

4. What do you understand by HRM environment ?

5. What is meant by demotion ?

6. What is ‘right sizing’ ?

7. What are fringe benefits?

8. What is meant by Lay-off ?

9. Define promotion.

10. What is meant by ‘self esteem needs’ according to Maslow’s theory?

 **(10 X 1 = 10 marks)**

**Section B**

*Answer any 8 questions. Each question carries 2 marks.*

11. Distinguish between Minimum wage and Fair wage ?

12. What are the basis of Promotion ?

13. Explain the components of HRM.

14. What are the goals of Performance appraisal ?

15. What are the causes of demotion?

16. What are the types of disciplines in an organization?

17. State reasons for dismissal of an employee.

18. What are the different types of wage system?

19. What is ERG Theory?

20. What are the different types of incentives?

21. Explain BARS.

22. What are the objectives of wages and salary administration? **(8 X 2 = 16 marks)**

**Section C**

*Short essay questions*

*Answer any 6 questions. Each question carries 4 marks.*

23. What is meant by Transfer? What are the types of transfers?

24. Explain the process of Performance appraisal ?

25. Explain the features of 360 degree appraisal.

26. What are the factors affecting wage policy?

27. What are the essentials of an effective performance appraisal system ?

28. What is Graphic rating scale method ?

29. What is Critical incident method ?

30. What are the purposes of transfer ?

31. What are the essentials of a good disciplinary system ?

**(6 X 4= 24 marks)**

**Section D**

*Long Essay questions*

*Answer any 2 questions. Each question carries15 marks****.***

32. Explain wage theories.

33. Explain the types of incentive plans.

34.Compare Maslow’s need hierarchy theory with Herzberg’s two factor theory of motivation

35.Discuss the challenges associated in HRM in the present business scenario.

**(2 X 15 = 30 marks)**

