

E 1449

(Pages : 2)

Reg. No.....

Name.....

B.A. DEGREE (C.B.C.S.S.) EXAMINATION, MARCH 2018

Sixth Semester

B.A. Corporate Economics

Core—ECONOMICS OF HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum Marks : 80

Part A

Answer all questions.

Each question carries 1 mark.

1. What do you mean by the concept of Human capital ?
2. What do you understand by HRM environment ?
3. What is meant by lay-off ?
4. Define the term "Right sizing".
5. What is meant by demotion ?
6. What is job evaluation ?
7. Mention any *two* objectives of performance appraisal.
8. What do you understand by Dearness Allowance ?
9. Distinguish between Fringe benefits and Perquisites.
10. What is meant by "self-esteem needs" according to Maslow's theory.

(10 × 1 = 10)

Part B (Brief Answer Questions)

Answer any eight questions.

Each question carries 2 marks.

11. Briefly explain the social objectives of HR management.
12. What do you mean by negative discipline ?
13. State any *four* reasons of dismissal of an employee.
14. Bring out the principles of transfers.
15. What are psychometric tests ?
16. Briefly mention the basic goals of performance appraisal.
17. Write a brief note on Behaviourally Anchored Rating Scale (BARS).
18. Distinguish between Minimum wage and Fair wage.

Turn over

19. State any *four* merits of piece-rate wage system.
20. Distinguish between "Bonus and Commission".
21. Write a short note on ERG theory.
22. What are the basis for promotion ?

(8 × 2 = 16)

Part C (Short Essay)

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

23. Explain the new roles of HR managers.
24. Briefly discuss the components of HRM.
25. What are transfers ? What are the types of transfers ?
26. Explain the process of performance appraisal.
27. Explain the features of 360 degree appraisal.
28. Discuss the concept of HRIS and its applicability.
29. Write a short essay on components of remuneration.
30. "Highly motivated workers are more productive than apathetic workers." Do you agree ? Give reasons.
31. What do you understand by equity theory of motivation ?

(6 × 4 = 24)

Part D (Essays)

*Answer any two questions.
Each question carries 15 marks.*

32. Discuss the challenges associated in the HRM in present business scenario.
33. Compare and contrast Maslow's need hierarchy theory with Herzberg's two factor theory of motivation.
34. Define incentives. Bring out their advantages and limitations.
35. What is Performance Management ? Discuss the challenges associated with the performance appraisal.

(2 × 15 = 30)