

B.A. DEGREE (C.B.C.S.S.) EXAMINATION, MARCH 2019**Sixth Semester**

B.A. Corporate Economics

Core – ECONOMICS OF HUMAN RESOURCE MANAGEMENT

(2013 Admission onwards)

Time : Three Hours

Maximum Marks : 80

Part A (Very Short Answer)*Answer all questions.**Each question carries 1 mark.*

1. Labour turnover.
2. Versatility transfer.
3. Retrenchment.
4. Forced distribution method.
5. Out-sourcing.
6. Merit rating.
7. Living wage.
8. Index based D.A.
9. Fringe benefits.
10. Extrinsic motivation.

(10 × 1 = 10)

Part B (Short Answers)*Answer any eight questions.**Each question carries 2 marks.*

11. Define Human Resource Planning.
12. What do you understand by job analysis?
13. State any four objectives of job evaluation.
14. What do you understand by 'minimum wage'?
15. Bring out the features of Rowan Wage Plan.
16. Distinguish between Performance appraisal and Potential appraisal.

Turn over

17. What is group appraisal method?
18. List the advantages of merit based promotion.
19. Write a short note on factors leading to indiscipline.
20. What are the kinds of punishment given to an employee for his misconduct?
21. Explain the concept of positive motivation.
22. What are the effects of job enrichment programs?

(8 × 2 = 16)

Part C (Short Essays)

Answer any six questions.

Each question carries 4 marks.

23. Discuss the nature and scope of human resources management.
24. "Job evaluation determines the worth of a job and not of job holder". Comment.
25. Explain the principle of wage and salary administration.
26. What do you understand by profit sharing? Describe the features of profit sharing schemes.
27. Write a comprehensive note on modern methods of Performance Appraisal.
28. Describe the process of Performance Appraisal through MBO.
29. Take on account of the demotion policy of your organisation and give a brief note on that.
30. Explain the importance of Discipline. What are the principles to be followed to maintain discipline.
31. Write a comprehensive note on different types of employee motivation.

(6 × 4 = 24)

Part D (Long Essays)

Answer any two questions.

Each question carries 15 marks.

32. Discuss the problems of Human Resource Planning. How can these problems be overcome?
33. Analytically compare the Vroom and Herzberg's theories of motivation. What are the similarities and differences between the two?
34. What is payment by results? Discuss its merits and limitations.
35. Explain the essentials of an effective performance appraisal system.

(2 × 15 = 30)