

(201HM21)

M.A. DEGREE EXAMINATION, FEBRUARY 2024.

Second Semester

MHRM

EMPLOYEE COMPENSATION AND MANAGEMENT

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Concept of Minimum wage
- (b) Meaning of Employee Compensation
- (c) Fringe Benefits
- (d) Retention strategy
- (e) Wage Boards
- (f) Arbitration
- (g) PBR
- (h) Need for Bonus
- (i) MNC
- (j) Managerial Compensation

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. Define 'Wage'. Write any one of the theories of wage of your choice.
3. Outline the various objectives of Compensation Policy.
4. What is the process involved in strategic compensation planning?
5. Outline the factors which are influencing wage fixation in public sector undertakings.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following

6. Briefly write about various methods of wage payment.
 7. Write an essay on 'Wage incentive schemes in India'.
 8. Do you support the concept of linking wages with productivity? Give reasons.
 9. Critically examine the Role of H.R. Department in Compensation Management.
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MHRM

LABOUR ADMINISTRATION AND EMPLOYEE WELFARE

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Need for Labour Welfare
- (b) Scope of Labour Welfare
- (c) Labour Welfare Agency
- (d) Workers Education Scheme
- (e) Welfare Officer
- (f) Need for Social Insurance
- (g) Scope of Social Security
- (h) Labour Secretary
- (i) ESI
- (j) Provident Fund

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. Examine the role of Indian Constitution in safe-guarding Labour Welfare in India.
3. Evaluate the need and importance of Housing for Workers in India.
4. Write briefly about Labour Administration in AP.
5. Briefly explain about Historical Development of Labour Welfare in India.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following.

6. What do you understand by the concept of Labour Welfare? Outline the principles of Labour Welfare.
 7. Critically examine the impact of ILO on Labour Welfare in India.
 8. Briefly write about various statutory Labour Welfare Programmes.
 9. Define 'Social Security'. What are the social security measures implemented for industrial employees in India?
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ORGANIZATIONAL BEHAVIOR

Time : Three hours

Maximum : 70 marks

SECTION A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Concept of O.B.
- (b) F.W. TAYLOR
- (c) Meaning of Human Relations
- (d) Concept of Attitude
- (e) Need for counseling
- (f) Aggressive leader
- (g) Informal Group
- (h) Job Enlargement
- (i) Organisational climate
- (j) Job Enrichment

SECTION B — (2 × 10 = 20 marks)

Answer any TWO of the following.

2. Write about FAYOL's 14 principles of management.
3. Define 'Stress'. What are the various sources of stress?
4. Explain in detail about Trait Theory of Leadership.
5. Discuss about Maslow's theory on Motivation.

SECTION C — (2 × 15 = 30 marks)

Answer any TWO of the following.

6. What is meant by Formal organisation? Distinguish between formal and informal organisation.
 7. Explain in detail about various approaches of organisational Behaviour.
 8. Define 'Learning'. Write in detail about any one of the theories of Learning of your choice.
 9. What are the problems involved in the management of Informal organisations?
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RESEARCH METHODOLOGY

Time : Three hours

Maximum : 70 marks

SECTION A – (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. (a) Need for Research
- (b) Secondary Data
- (c) Review of literature
- (d) Meaning of schedule
- (e) Unstructured interview
- (f) Pilot study
- (g) Documentary information
- (h) Null hypothesis
- (i) Formal report
- (j) Interview guide

SECTION B – (2 × 10 = 20 marks)

Answer any TWO of the following.

2. What do you understand by the concept of research? What are the objectives of research?
3. Outline the features of a good research design.
4. What are the different methods of data collection?
5. What are the characteristics of hypothesis?

SECTION C – (2 × 15 = 30 marks)

Answer any TWO of the following.

6. Outline the precautions which are required at the time of writing research report.
7. What are the basic principles of experimental designs?
8. What are the different methods of sampling?
9. Briefly explain about the types and significance of research.