

**ST. PHILOMENA'S COLLEGE (AUTONOMOUS), MYSORE****PG DEPARTMENT OF SOCIAL WORK****QUESTION BANK (REVISED CURRICULUM (LOCF) - 2020-22 BATCH)****SECOND YEAR- THIRD SEMESTER (2020-22 BATCH)****COURSE TITLE (PAPER TITLE): Human Resource Management****QP Code: 89321**

<b>Unit</b>	<b>Sl. No</b>	<b>Questions</b>	<b>Marks</b>
<b>1</b>	1.	What is Human Resource Management?	4
<b>1</b>	2.	Write any Two Definitions of Human Resource Management.	4
<b>1</b>	3.	Define Human Resource Management.	4
<b>1</b>	4.	What are the objectives of Human Resource Management?	4
<b>1</b>	5.	Write the advantages of Human Resource Management.	4
<b>1</b>	6.	What is formal and informal structure?	4
<b>1</b>	7.	Draw the reporting structure of the organization.	4
<b>1</b>	8.	What is organizational structure?	4
<b>1</b>	9.	What is line and staff relationship?	4
<b>1</b>	10.	Write the definitions of Human Resource Planning.	4
<b>1</b>	11.	What is human resource inventory?	4
<b>1</b>	12.	Define job analysis.	4
<b>1</b>	13.	What is Job Analysis?	4
<b>1</b>	14.	Write a short note on job description.	4
<b>1</b>	15.	List the advantages of job rotation.	4
<b>1</b>	16.	What is job design?	4
<b>1</b>	17.	What is job specification?	4
<b>1</b>	18.	Mention the advantages of job design.	4
<b>1</b>	19.	Mention the importance of career planning.	4
<b>1</b>	20.	What is career path?	4
<b>1</b>	21.	List the steps of career planning.	4
<b>1</b>	22.	What is job design?	4
<b>2</b>	23.	What is talent acquisition?	4

2	24.	What are the goals of recruitment?	4
2	25.	List the sources of talent acquisition.	4
2	26.	Mention the methods of talent acquisition.	4
2	27.	What is selection?	4
2	28.	Why Intelligence test is conducted?	4
2	29.	What are the advantages of psychological testing?	4
2	30.	List the merits of personality assessment.	4
2	31.	Why reference check is needed?	4
2	32.	Mention the reasons for aptitude test?	4
2	33.	What is placement?	4
2	34.	Write the disadvantages of wrong placement.	4
2	35.	What is an induction?	4
2	36.	What is socialization of the employee?	4
2	37.	Why induction is important?	4
2	38.	Write the difference between placement and induction.	4
2	39.	What are the merits of socialization of the employee?	4
3	40.	What is talent management?	4
3	41.	What is talent retention?	4
3	42.	List the advantages of the talent retention.	4
3	43.	List the methods of talent retention.	4
3	44.	Why talent retention is practiced in an organization?	4
3	45.	Explain the terms Job enlargement and Job Enrichment	4
3	46.	What are the uses of job analysis?	4
3	47.	What is an interview?	4
3	48.	Write the importance of group discussion.	4
3	49.	What is an application blank?	4
3	50.	List the factors influencing compensation plans and policies.	4
3	51.	What is salary?	4
3	52.	What is wage?	4
3	53.	What is job evaluation?	4

3	54.	What are the components of salary?	4
3	55.	What is compensation survey?	4
3	56.	Write the mode of compensation plan.	4
3	57.	What is compensation?	4
3	58.	Mention the objectives of job evaluation.	4
3	59.	What is an incentive?	4
3	60.	Mention the types of incentive schemes.	4
3	61.	What is employee stock option plan?	4
3	62.	What are the uses of incentive schemes?	4
3	63.	Describe the word salary.	4
3	64.	List the merits of ESOP's	4
4	65.	What is Business Strategy?	4
4	66.	Why change management is important?	4
4	67.	What is corporate ethics?	4
4	68.	What is CSR?	4
4	69.	List the corporate values.	4
4	70.	Mention the areas of CSR activity.	4
4	71.	Why we need corporate ethics?	4
1	72.	Describe the in brief the nature and scope of HRM.	10
1	73.	Briefly explain the functions of HRM	10
1	74.	Describe the evolution of HRM	10
1	75.	What are the approaches of HRM? Explain.	10
1	76.	Discuss the various roles of HR Manager in an organization.	10
1	77.	State the importance of organizational structure with suitable example.	10
1	78.	Highlight the importance of Line and Staff relationship.	10
1	79.	Explain the sources of conflict between line sand staff.	10
1	80.	Write elaborately on Human Resource Planning.	10
1	81.	Briefly explain the Human Resource Planning Process.	10
1	82.	What is job analysis? Briefly explain the advantages og job analysis.	10

1	83.	State the importance of Human Resource Inventory.	10
1	84.	Explain the job analysis process.	10
1	85.	Differentiate between job specification and job description.	10
1	86.	Explain the advantages of career planning programs.	10
1	87.	Write a note on Job Design and Job Rotation.	10
1	88.	Explain the objectives of Human resource planning.	10
2	89.	Write the difference between recruitment and selection.	10
2	90.	Discuss the various internal and external sources of recruitment.	10
2	91.	Write elaborately on selection process.	10
2	92.	Write a note on a. Placement b. Induction	10
2	93.	State the importance of socialization of the new employee.	10
2	94.	Discuss the need for induction in an organization.	10
2	95.	What is an Interview? What are the different types of employment interview?	10
3	96.	Why we need talent retention program in the organization?	10
3	97.	Briefly discuss the need of talent retention program.	10
3	98.	Highlight the advantages of Talent retention.	10
3	99.	Explain in brief factors responsible for compensation plans and policies of an organization.	10
3	100.	What is job evaluation? Explain the objectives of job evaluation.	10
3	101.	Briefly explain the process of fixation of salary.	10
3	102.	What are the reasons responsible for compensation survey/ review?	10
3	103.	“Incentives are motivating tools”. Discuss.	10
3	104.	What are the principles of incentive schemes?	10
3	105.	Critically analyse the importance of ESOP’s.	10
3	106.	“Pay for performance will enhance the performance of the organization”. Discuss.	10
3	107.	“Awards and Rewards are significant tools in enhancing the performance of the employees”. Analyse.	10
3	108.	Discuss the role of job evaluation in an organization.	10
3	109.	Write elaborately on the types of incentive schemes	10
4	110.	Write a note on business strategy and organizational capability	10
4	111.	State the importance of corporate strategy in aligning with HR practices.	10

4	112.	Discuss the requirement of CSR practice in the organization.	10
4	113.	Examine the role of CSR programs in the organization.	10
1	114.	How human resource management is helpful to the organization in attaining the goals? comment	14
1	115.	Critically examine the HR practices of an organization with suitable examples.	14
1	116.	Discuss the need for human resource planning at global, national, industry and company level	14
2	117.	Briefly explain the need and the process of job analysis.	14
2	118.	How career planning programs helps in retaining the employees? Discuss.	14
2	119.	Draw a selection process with suitable examples.	14
2	120.	Explain the various steps involved in selecting a candidate.	14
2	121.	How recruitment and selection influences an organization in creating a good human resource?	14
2	122.	“Induction is an effective tool in the organization”. Justify	14
2	123.	“Human relationship is an essential aspect in managing and socializing the employees”. Discuss	14
3	124.	“Talent retention is inevitable for an organisation”. Justify	14
3	125.	How talent retention helps in sustaining the good human resources?	14
3	126.	How effective incentives are in motivating the employees? Analyse.	14
3	127.	How salary and wage factors affect the overall development of the organization?	14
3	128.	Does salary and wage will motivate the employee to work better? Comment.	14
3	129.	Briefly explain the components of salary with suitable examples.	14
4	130.	How does business strategy influences on human resource management?	14
4	131.	How corporate ethics and values play significant role in creating the brand image?	14
4	132.	Examine the role of CSR program for the benefit of the organization.	14
4	133.	Discuss the practice of CSR in an organization with suitable example.	14

Q.P. Code :59201

**St. Philomena's College (Autonomous) Mysore**  
**III Semester MSW Final Examination : November- 2019**

**Subject: SOCIAL WORK**

**Title: Human Resource Management (HC)**

**3 Hours**

**Max Marks: 70**

**PART -A**

**Answer any FOUR of the following:**

**4×4=16**

1. What is Job specification and Job description?
2. Outline the importance of an organization chart.
3. Explain the source of talent acquisition.
4. Highlight the importance of induction programme in an organization.
5. Enlist the components of salary.
6. What is meant by corporate ethics?

**PART -B**

**Answer any FOUR of the following:**

**4×10=40**

7. What is Job analysis? Briefly discuss the significance of Job analysis.
8. Define Human Resource Management. Explain its approaches.
9. State the difference between recruitment and selection.
10. Talent retention is a process of resource mobilization. Discuss.
11. Write a note on factors influencing on compensation plans and policies.
12. Explain the significance of strategic human resource management.

**PART -C**

**Answer the following:**

**1×14=14**

13. Discuss the need of Corporate Social Responsible initiatives in contemporary world.

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