4. What do you mean by selection? Explain in brief the steps involved in selection process.

5. Enumerate the principles and methods of executive development programme with suitable corporate example.

6. Explain why the performance management is vital in accomplishing organisations goals. Discuss and describe the classifications and methods of employee’s performance appraisal.

7. What are the various incentive payments schemes in compensation management? Discuss the issues and challenges in implementation of the same in corporate environment.

8. Explain in elaborate the components and vital elements of a comprehensive educational programme in the field of safety.
4. Give some examples of career development activities that employers can use to foster employee commitment.

5. Describe some of the corporate career development initiatives that an employer can take.

6. Explain the principles of learning in detail. Develop lecture modules for orientation and training by applying the principles.

7. How will you evaluate the effectiveness of training given for middle level managers working in a manufacturing company?

8. What do you mean by career planning? Discuss the factors affecting career choices.
5. How would you identify the Training and Development needs of the clerical employees in an organization? Discuss the use of “On-The-Job” Training method for managerial employees.

6. How can the stress be managed at the workplace? What are the reasons for stress formation?


8. Write an essay on HRD Challenges in Indian industry.
4. Elaborate the types of Industrial Disputes and the Settlement measures for resolving a dispute.

5. Explain on the latest Manufacturing management reforms and it's implications on the labour force.

6. Illustrate the co-ordination role of ILO and AFL-CIO in Globalization and International Labour Market.

7. Define Collective Bargaining and it's types in relation to the current scenario of Trade Unionism in India.

8. List out the rules and regulations of
   
   (a) Provident Fund Regulations.
   
   (b) Factories Act.
   
   (c) Payment of Wages Act.
   
   (d) Maternity Benefits Act.

1. Explain various forms of Workers Participation in Management in the context of Indian organizations.

2. Compare conciliation, arbitration with adjudication procedures and bring out the differences among them.

3. Define the term wage and salary under Workmen Compensation Act. Explain the components influencing and the methods of wage payment.
1. Discuss the factors that influence the wage and salary administration of employees.

2. Explain the concept of fringe benefits. What are the various fringe benefits extended to the employees?

3. Equity in compensation is very hard to establish. Give your comments on this statement by giving suitable examples.

4. "Compensation must fulfill the intrinsic and extrinsic needs of the employees". Give your views on this.

5. Explain the wage and bonus laws. State the objectives and scope of minimum wages laws.

6. Which is a better motivator, individual reward system or team based reward system? Justify with suitable arguments.

7. Elucidate the retirement plan used by private and public companies in India.

8. Discuss the scope and objectives of Employees State Insurance, Provident Fund and Gratuity.
Reg. No. : ..........................

D 566   Q.P. Code : [07 DMB – HR 55]

(For the candidates admitted from 2007 onwards)

M.B.A. DEGREE EXAMINATION, DECEMBER 2015.

Second Year

Human Resource Management

PERFORMANCE MANAGEMENT SYSTEMS AND
STRATEGIES

Time : Three hours                      Maximum : 100 marks

Answer any FIVE questions

All questions carry equal marks.

(5 x 20 = 100)

1. What are the elements of performance
management? — How do you facilitate and
encourage performance?

2. What are employee services? Explain the
requirements of an effective benefit programme.

3. Briefly explain the process, systems and pillars of
PFM.

4. Briefly explain modern performance appraisal
methods.

5. Examine the defects in the current performance
appraisal methods. Prepare a system that is defect
free and fast proof.

6. What are the statutory provisions regarding
payment of employee benefits? Explain.

7. Discuss the techniques of transmitting learning
into action.

8. Write notes on:
   (a) Performance counselling
   (b) Job description
   (c) Performance review.
   (d) Strategic reward management.
5. State history and varieties of action research in OD.

6. Write short notes on:
   (a) Behaviour modeling
   (b) Instrumental training and
   (c) Career planning.

7. Mention various training techniques which helpful to cope up with organisational politics.

8. Enlist the emerging techniques involved in bringing consultant – client relationship with appropriate examples.