

**M.Phil/Pre Ph.D Regular & Supplementary Examinations – OCTOBER, 2023  
R180303**

**Paper –III: HUMAN RESOURCE MANAGEMENT.  
Commerce & Management**

Time : 3 hrs

Maximum Marks : 100

**Answer One Question from Each Unit  
All Questions Carry Equal Marks**

**UNIT - I**

1. (a) What do you understand by the concept of HRM? What are recent trends taken place in HRM?  
(or)
- (b) What are the qualities and role of HR Manager in a large scale organization?

**UNIT - II**

2. (a) Define 'Human Resource Planning'. Outline the factors which are affecting HRP.  
(or)
- (b) Define 'Compensation'. Explain in detail about Compensation Strategies.

**UNIT - III**

3. (a) Is Training Compulsory for the newly recruited employees in a large scale organization? Give reasons.  
(or)
- (b) Write in detail about 360 Degree Performance Appraisal System.

**UNIT - IV**

4. (a) What factors are responsible for Union-Management relations in the present day environment?  
(or)
- (b) Briefly explain the process involved in Collective Bargaining.

**UNIT - V**

5. (a) What are the issues involved in Managing Global Human Resources?  
(or)
- (b) What type of Training Programmes are suitable for Global Employees?

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