

B.E DEGREE END SEMESTER EXAMINATION – APRIL/MAY 2012**INDUSTRIAL ENGINEERING BRANCH****VIII SEMESTER****IE9023 - HUMAN RESOURCE MANAGEMENT****28****Time: 3 Hrs****Total Marks: 100****PART – A****(10*2=20Marks)****(Answer All Question)**

1. What is MBTI?
2. What is perception?
3. Name the stages in group development.
4. What is effective communication? What are its channels?
5. What is span of Supervision?
6. Why individual resist to change?
7. Name few statistical techniques to forecast demands of the employees in an organization.
8. What could be the problems in performance appraisals?
9. What are the various types of benefits given to employees?
10. What are the sources of stress?

PART – B**(5*16=80 Marks)****(Answer All. Question Number 11 is compulsory)**

11. Explain any four motivational theories and its effects on work behavior and performance of the employees.
12. (a) “Organizational communications have operationally improved and barriers of communication are effectively controlled” – Explain it with the communication process flowchart.

OR

- (b) Explain any three leadership theories and any two styles of leadership and their relevance in the organization performance.

13. (a) What are the various types of cultures in an organization? What does Lewin's model say to manage change?

OR

(b) Explain various types of organizational design with suitable examples.

14. (a) Explain in detail an effective selection process followed by industries to reduce attrition rates.

OR

(b) Explain in detail the HRP process

15. (a) Explain various training methods used to train the personnel in an industry of your choice, with a suitable example.

OR

(b) Explain in detail the various performance appraisal methods. Discuss the advantages and disadvantages of the performance methods.
