

D-1354

Sub. Code

30811

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

First Semester

PRINCIPLES OF MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What are the benefits of MBO?
2. Define planning premises.
3. Explain the term decision making.
4. Write a short note on Recruitment.
5. Write the steps involved in motivation process.
6. What is meant by Span of Control?
7. What are the barriers involved in effective communication?
8. Outline the various types of Leadership.
9. What is Business Ethics?
10. Define Business Process Reengineering.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) What is the difference between strategy and policy?

Or

- (b) Explain the challenges in group decision making.

12. (a) Explain the concept of decentralization.

Or

- (b) Explain the importance of performance appraisal.

13. (a) How would you explain the effects of motivation in employee work behaviour?

Or

- (b) Discuss the principles of effective communication.

14. (a) Discuss the role of leadership in ensuring coordination.

Or

- (b) Explain the importance of organisational cultural.

15. (a) State the objectives of Controlling.

Or

- (b) Explain the different types of benchmarking with examples.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Define MBO. Describe the benefits and weakness of MBO and ways to overcome them.
 17. Critically examine Maslow's need priority model. How far up the hierarchical ladder do most people progress?
 18. Concept, Features, Types, and Importance of Coordination in Management.
 19. Explain the key principles of Six Sigma and how it helps in improving business processes.
 20. Explain how integrated control helps in coordinating different business functions for overall efficiency.
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30821

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Second Semester

PUBLIC PERSONNEL ADMINISTRATION

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What do you mean by public personal administration?
2. List out classifications of services.
3. What is civil service?
4. Define generalists.
5. What is career development?
6. List out any two types of civil services.
7. What is maladi?
8. Define training.
9. What is grievance?
10. Define retirement.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain nature of public personnel administration.

Or

- (b) Discuss the scope of personal administration.

12. (a) Write a note on generalists and specialists.

Or

- (b) Give short note on career planning and development.

13. (a) Explain different types of recruitment.

Or

- (b) Describe reservation in government services in India.

14. (a) Discuss types of maladies.

Or

- (b) Explain features of management of change.

15. (a) Briefly explain redressal of public grievances.

Or

- (b) Write a note on morale.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain elaborately on the characteristics of public personnel administration in India.
 17. Discuss the role of public services in administrative system.
 18. Write a note on training and performance appraisal.
 19. Critically examine the problem of recruitment.
 20. Discuss various retirement benefits in India.
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DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Second Semester

LABOUR LEGISLATIONS — II

(CBCS 2018 – 19 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define bonus.
2. What do you mean by available surplus?
3. Define interim bonus.
4. What is gratuity?
5. Mention any two objectives of payment of wages act.
6. What is time of payment?
7. State objects of minimum wages act.
8. Define offences.
9. What is standing orders?
10. Define trade union.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Describe the objectives of Bonus Act 1965.

Or

- (b) Discuss the deductions from bonus payable.

12. (a) Explain set off allocable surplus.

Or

- (b) Explain provisions of exemptions of payment of gratuity.

13. (a) Explain the determination and recovery of the amount of gratuity.

Or

- (b) Discuss the provisions related to inspectors, appointment of authorities under payment of wages act 1936.

14. (a) Write a short note on fixing of minimum rate or wages.

Or

- (b) Explain the appointment of advisory board.

15. (a) Discuss the provisions of duration and modification of standing order.

Or

- (b) Write a note on registration of trade union.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Write an essay on set on and set on off allocable surplus under of bonus act 1956.
 17. Comment on adjustment of customer on interim bonus linked with production or productivity.
 18. Discuss the provisions relating to responsibility for payment of wage.
 19. Explain the procedure for fixing and receiving minimum wages.
 20. Discuss the provisions regarding certification and operating of standing order under industrial employment (standing orders) act 1946.
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DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Second Semester

TRAINING AND DEVELOPMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What is Training and Development?
2. What is Professional tax?
3. What is the importance of individual analysis?
4. What is Executive Development programme?
5. What are the objectives of Training evaluation?
6. Define ROI.
7. Mention the qualities of a Trainer.
8. Enlist the stages of learning cycle.
9. What is ice breaking?
10. What is cost- effectiveness evaluation of Training?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Discuss in detail the various elements of HRD system with examples.

Or

- (b) Explain the salient features of the HRD Systems design.

12. (a) What are the objectives of training need analysis? Explain.

Or

- (b) Elaborate the skills and functions of trainers in training.

13. (a) Explain the method of evaluating the Training Programme.

Or

- (b) Explain the various methods of training.

14. (a) Elaborate on cost benefit analysis and the role of trainer in evaluation.

Or

- (b) Explain the characteristics of learning organisations with examples.

15. (a) Describe some of the current practices in assessing training and development.

Or

- (b) Discuss the factors that determine the duration of the training period.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Elaborate on the significance of HRD systems.
 17. Discuss the methods of Consolidation of Organization and Individual Tasks Analysis.
 18. Discuss on learning cycles and its application in training programs.
 19. Explain the method of evaluating the Training Programme.
 20. Discuss the role of trainers and line managers in the evaluation of training programmes.
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DISTANCE EDUCATION

M.A. (PM&IR) DEGREE EXAMINATION, DECEMBER 2025.

Second Semester

BUSINESS ENVIRONMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define Business Environment
2. What are the components of the macro environment?
3. What is GDP?
4. What is fiscal policy?
5. What is EXIM policy?
6. What is social security?
7. What is technological environment?
8. Give the meaning of globalization.
9. What is a capital market?
10. Define law on environmental protection

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Elaborate the importance of Business Environment

Or

- (b) Explain the catalytic role of government in business

12. (a) Discuss the salient features of Industrial development strategies in India.

Or

- (b) Describe the various factors responsible for the growth of global trade and investment.

13. (a) Write a short note on short run and long run of monetary policy.

Or

- (b) Explain the role and functions of central bank.

14. (a) Discuss the impact of technology in Globalization.

Or

- (b) Explain the features of social and technological environment.

15. (a) Explain the purpose of the government to follow liberalization.

Or

- (b) Explain the facets of liberalization and impact on business growth

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Describe the dynamics factors of business environment.
 17. Describe the various phase of economic development and its impact.
 18. Discuss the functions of workers participation in management.
 19. Elaborate the social and cultural factors and their implication for business.
 20. Describe the role and functions of IMF.
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30831

DISTANCE EDUCATION

**M.A. (PM & IR) DEGREE EXAMINATION,
DECEMBER 2025.**

Third Semester

BUSINESS LAW

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. List any two essential elements of a valid contract.
2. State any two rights of a surety.
3. Define material alteration in negotiable instruments.
4. Name any two features of a partnership firm.
5. Define a contract of guarantee.
6. Differentiate between a condition and a warranty.
7. What is meant by insurable interest?
8. Define the term "public authority" under the RTI Act, 2005.
9. What is the role of a prospectus in a company?
10. What is a limited liability partnership (LLP)?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Describe the nature and classification of contracts based on validity.

Or

- (b) Describe the process of communication in offer and acceptance.

12. (a) Explain the exceptions to the rule of privity of contract.

Or

- (b) Describe the different types of consideration.

13. (a) Describe the rights of a surety in a contract of guarantee.

Or

- (b) Explain conditions and warranties in a contract of sale.

14. (a) Explain the duties and rights of common carriers.

Or

- (b) Explain the different types of negotiable instruments.

15. (a) Explain the role of insurance as a contract.

Or

- (b) Describe the test of partnership in business operations.

PART C — (3 × 10 = 30 marks)

Answer any **THREE** questions.

16. List different types of contracts based on formation.
 17. Explain the concept of quasi-contracts with examples.
 18. Describe the essentials of valid tender performance.
 19. Describe the importance of the Carriage by Air Act, 1972.
 20. Describe the requirements for conducting an AGM and EGM.
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30832

DISTANCE EDUCATION

M.A (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Third Semester

MANAGEMENT INFORMATION SYSTEM

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What is the meaning of MIS?
2. List the types of Information Systems (IS).
3. Define computerized MIS.
4. What are the components of Decision Support Systems (DSS)?
5. What is the significance of Artificial Intelligence in MIS?
6. Mention two applications of EDI (Electronic Data Interchange).
7. Define data security in MIS.
8. What is the difference between structured and unstructured decisions?
9. Define Information System Architecture.
10. What is the role of IS in supply chain management?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the role of MIS in managing an organization effectively.

Or

- (b) Discuss the relationship between MIS and Information Resource Management (IRM).

12. (a) What are the challenges in designing and implementing an MIS?

Or

- (b) Explain the importance of DSS in modern businesses.

13. (a) Describe the various types of Functional Information Systems in business.

Or

- (b) Discuss the role of MIS in logistics and inventory management.

14. (a) Explain the importance of EDI in business communication.

Or

- (b) What is the impact of M-Commerce on business growth?

15. (a) Discuss the significance of IS security and risk management in business.

Or

- (b) Explain the concept of centralized vs. decentralized information system management.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Describe the approaches to MIS development and the limitations of MIS.
 17. Discuss how AI and Expert Systems contribute to decision-making in MIS.
 18. Explain the importance of ERP systems and their applications in organizations.
 19. Describe the ethical challenges of managing information systems in global organizations.
 20. Explain the role of cloud computing in MIS and its impact on business efficiency.
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DISTANCE EDUCATION

M.A (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Third Semester

INDUSTRIAL RELATION MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What are Directive Principles of State Policy?
2. Define Trade Union.
3. What is the role of ILO in Labour Welfare?
4. What is meant by Inter-Union Rivalry?
5. Define Wage Boards.
6. What is Adjudication in industrial relations?
7. What is the impact of Grievance Procedure on employee relations?
8. What is the difference between Voluntary and Statutory Welfare Measures?
9. Define Industrial Peace.
10. What is the significance of BPO and KPO Labour in modern industries?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the importance of the Indian Constitution in protecting labour rights.

Or

- (b) Discuss the historical development of trade unions in India.

12. (a) What are the functions of Industrial Relations Machinery in India?

Or

- (b) Explain the role of Conciliation Officers in resolving industrial disputes.

13. (a) Discuss the problems and prospects of Collective Bargaining in India.

Or

- (b) Explain the impact of Code of Conduct and Code of Discipline on industrial relations.

14. (a) Describe the safety measures implemented in large-scale industries.

Or

- (b) Explain the importance of Workers' Participation in Industry.

15. (a) Discuss the role of Employee Communication Methods such as house journals, notice boards, and suggestion schemes.

Or

- (b) Explain the impact of Social Security measures on industrial workers.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Discuss the importance of labour welfare funds and educational training schemes for industrial workers.
 17. Explain the impact of industrial disputes on economic and social development
 18. Discuss the role of management, trade unions, and government in maintaining industrial harmony.
 19. Describe the role of Employee Safety Committees and Ergonomics in preventing workplace accidents.
 20. Explain the modern trends in social development and employee welfare in the context of child labour, female labour, and contract labour.
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DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Third Semester

PRINCIPLES OF ECONOMICS

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define economics.
2. Define micro economics.
3. What is consumer behavior?
4. Define cross elasticity of demand.
5. What do you mean by variable factors?
6. What is implicit cost?
7. Define competitive equilibrium.
8. What do you mean by risk?
9. Explain oligopoly.
10. Define rent.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain the nature of managerial economics.

Or

- (b) Describe incrementalism and marginalism.

12. (a) Give brief account on budget line and consumer equilibrium.

Or

- (b) Explain diminishing marginal utility theory.

13. (a) Elucidate law of returns to a scale.

Or

- (b) Give brief account on fixed costs and variable costs.

14. (a) Discuss on price discrimination.

Or

- (b) Explain bilateral monopoly.

15. (a) Describe collective bargaining.

Or

- (b) Explain theory of income and employment.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain indifference curves and marginal rate of substitution.

17. Discuss the factors affecting elasticity of demand.

18. Elaborately explain factors of production and production function.
 19. Explain pricing under monopolistic competition.
 20. Critically examine theories of wages.
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DISTANCE EDUCATION

M.A (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Fourth Semester

COMPENSATION MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define Wage settlement.
2. State the components of compensation.
3. What do you mean by Imperfect competition?
4. What is the meaning of Incentive plans?
5. Define Profit Sharing.
6. What is Employee stock option plan?
7. State the Monetary dimensions of incentive schemes.
8. Define Token of gift.
9. What are Key performance parameters?
10. Define Minimum wages act.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Write a brief note on wage.

Or

- (b) Discuss the implications of compensation.

12. (a) Describe the components of remuneration incentives.

Or

- (b) State the types of Employee stock option plan.

13. (a) Elucidate the implications of KPP.

Or

- (b) Discuss the problems in control of employee cost.

14. (a) Explain the classification of rewards.

Or

- (b) Discuss the measures of performance compensation.

15. (a) Describe the key provisions of payment of bonus act.

Or

- (b) Explain the challenges of International compensation.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain the Structure and principles of wage and salaries administration.

17. Discuss the basic job evaluation methods in detail.

18. Describe the performance parameters for wage determination in detail.
 19. Describe the current trends in compensation.
 20. Explain the wage theories in detail.
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30842

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Fourth Semester

GLOBAL HUMAN RESOURCE MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. What is HRM?
2. What is IHRM?
3. Define Global placements.
4. What is Executive incentive pay?
5. What is IBRD?
6. What is Brain drain?
7. Define the relations management.
8. Mention any two types of training.
9. What is selection process?
10. What do you meant by pay for performance?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Explain various approaches to HRM.

Or

- (b) Explain the term training for development and separation.

12. (a) Explain current scenario of global placements.

Or

- (b) Explain about Global HR integration process.

13. (a) How to developing international staff?

Or

- (b) Distinguish between Standard and Tailor made training.

14. (a) State the impact of different learning styles on learning and development.

Or

- (b) Explain the relationship between employer and employee.

15. (a) Explain European approaches to labour relations.

Or

- (b) Explain the selection criteria for global assignments.

PART C — (3 × 10 = 30 marks)

Answer any **THREE** questions.

16. Explain the nature and scope of IHRM.
 17. Explain about International compensations.
 18. Explain objectives of international compensation approaches.
 19. Discuss issues and challenges of IHRM.
 20. How to manage cross-cultural diversities?
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30843

DISTANCE EDUCATION

M.A. (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Fourth Semester

EMOTIONAL COMPETENCE

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define emotional intelligence.
2. What is social competence?
3. What do you mean by emotional awareness?
4. Define career planning.
5. What is trustworthiness?
6. Define leveraging diversity.
7. What is job enrichment?
8. Explain the term conflict.
9. Define the term group.
10. What do you mean by motivation?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Discuss the importance of critical thinking.

Or

- (b) How to recognize one's emotions and their effects?

12. (a) Write a note on self-marketing.

Or

- (b) Discuss on passive emotions with suitable illustrations.

13. (a) Explain the mutual trust among individual and institutions.

Or

- (b) Examine the role of empathy in understanding others.

14. (a) Write a note on political awareness and service orientation.

Or

- (b) Explain the process of art of influence.

15. (a) As a HR Manager How will you manage change in organization?

Or

- (b) Explain the importance of stress management for learning emotion.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain various types of emotions.
 17. Narrate an essay on accurate self-assessment.
 18. Define self-control. Explain measures taken by you for your own self-control.
 19. Explain various types of leadership.
 20. Discuss the measures to build emotional intelligence.
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DISTANCE EDUCATION

M.A (PM & IR) DEGREE EXAMINATION, DECEMBER 2025.

Fourth Semester

ORGANISATIONAL DEVELOPMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define Organizational Development.
2. What is the importance of team building?
3. What is the action research?
4. What is Inter-group interventions?
5. What TOM?
6. State the importance of QWL.
7. What is a structural interventions?
8. What is planned change?
9. What is maintenance component?
10. Define interpersonal intervention.

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Give short introduction to OD.

Or

- (b) Explain the various classifications of interventions.

12. (a) State use and varieties of action research.

Or

- (b) Explain about Inter-group interventions.

13. (a) Explain about QWL.

Or

- (b) Explain the conditions for success and failure of OD.

14. (a) Explain about comprehensive interventions.

Or

- (b) Mention the models and theories of planned change.

15. (a) Discuss few lesson drawn from abroad regarding OD.

Or

- (b) Explain scope of organizational development.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Discuss the any three methods of OD interventions.

17. Describe the personal and group process interventions.

18. Write in detail about organizational development and organizational performance.
 19. Explore the future of organizational development.
 20. Explain about diagnostic component in OD.
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