

Answer any four (04) Questions selecting at least one question from each part.

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**Part I**

(1)

i.) Briefly define what “Pay Management” is? How does it differ from “Reward Management” ? (12 Marks)

ii.) What are the objectives that are expected to be achieved by Pay Management? (13 Marks)

(2) “Job Evaluation is an important step of the Pay Management Process.”

i). Explain what “Job Evaluation” is? (9 Marks)

ii). **Select one** qualitative **and** quantitative method of Job Evaluation and describe each method using your own example. (16 Marks)

(3)

i). Briefly define what ‘labour Relations’ mean? How does it differ from employee Relations? (10 Marks)

ii). “Establishing a trade union in an organization will generate a detrimental effect on the management.” Do you agree with this statement? Explain with reasons. (15 Marks)

(4) “Trade Unions do not come in to existence naturally. They come in to existence owing to the nature of management of the organization.” Discuss this statement giving the reasons for unionization by employees. (25 Marks)

## Part II

- (5). i). Define “Management” and why we learn about Management? (12 Marks)
- ii). Explain what are the end results achieved by an organization through good management approaches? (13 Marks)
- (6). i). “Human Resource Manager should be able to win the hearts and minds of all employees while executing his duties and responsibilities”. Explain this statement (13 Marks)
- ii). “Responsibility of Human Resource Management rests with every manager in an organization”. Do you agree with this statement? Give reasons. (12 Marks)
- (7). “As there are advantages and disadvantages associated with internal and external recruitment policies, it is recommended to use a combination of the both policies for an organization”. Discuss this statement. (25 Marks)
- (8). i). Draw and explain the sequence of the Training Cycle. (10 Marks)
- ii). “Although the terms education, training and development are highly interrelated, they can be differentiated”. Explain this statement with examples. (15 Marks)