

St. Claret College

Autonomous, Bengaluru

PG END SEMESTER EXAMINATION-JUNE/JULY 2026

M.Sc. PSYCHOLOGY SEMESTER IV

MPYDSHR 4225: HUMAN RESOURCE MANAGEMENT



TIME: 3 hours.

MAX. MARKS: 70

This paper contains TWO printed pages and THREE parts

Instructions:

1. Verify and ensure that the question paper is completely printed.
2. Any discrepancies or questions about the exam paper must be reported to the COE within 1 hour after the examination.
3. Students must check the course title and course code before answering the questions.

PART-A

Answer FOUR questions out of SIX. Each answer carries FIVE marks.

[5x4 = 20]

1. Explain the scope, functions, and ethical considerations of Human Resource Management.
2. Discuss the importance of career development and career planning in organisations.
3. Explain the significance of orientation and placement in Human Resource Management.
4. Describe the role of a manager as a counsellor in organisational settings.
5. Explain the methods, techniques, and skills used in executive counselling.
6. Discuss the causes and consequences of employee grievances in organisations.

PART-B

Answer any TWO questions out of THREE. Each answer carries TEN marks.

[10x2=20]

7. Explain the concept of learning and skill acquisition. Discuss the role of e-learning and action learning in employee development.
8. Discuss the process of formulating Human Resource policies. Explain the role of human resource planning, selection, orientation, and placement in organisational effectiveness.
9. Examine the importance of employee safety, health, and welfare programmes. Discuss the principles of an effective welfare programme.

PART-C

Answer any TWO questions out of THREE. Each answer carries FIFTEEN marks

[15X2=30]

10. Critically evaluate Elton Mayo's Hawthorne Experiments and discuss their contribution to the Human Relations Movement and modern management practices.
11. Human Resource Managers today face several ethical, technological, and interpersonal challenges. Discuss the limitations and challenges of HRM and evaluate the future challenges in human relations within organisations.
12. Explain the process of job analysis and discuss its role in employee selection, orientation, and placement. How does effective job analysis contribute to organisational effectiveness?
