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**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGLORE-27**

**SEMESTER EXAMINATION- APRIL-2018**

**M.A ECONOMICS-IV SEMESTER**

**ECDE 0316: HUMAN RESOURCE ECONOMICS**

**This question paper has 1 printed page and 3 parts**

**Time-2 Hrs 30 Minutes Max Marks-70**

**Part A**

**Answer any TEN of the following 2X10 = 20**

1. How is leisure defined?
2. What is meant by shift in the demand for labour?
3. What is a fringe benefit? How is it different from incentive?
4. Define human capital.
5. What is meant by manpower planning? How is it done?
6. Name the parties involved in a tripartite negotiation.
7. What is job analysis? Why is it done?
8. Distinguish between selection and recruitment.
9. What is in service training? How is it different from induction training?
10. How did Maslow categorise the human needs in his theory of motivation?
11. What is organisational dynamics?
12. Distinguish between Human Resource Management and Human Resource Development.

**Part B**

**Answer any TWO of the following 10X2 = 20**

1. Analyse hedonic theory of wage.
2. Explain Herzberg’s two factor theory of motivation. What according to you would be the hygiene factors to motivate a fresh candidate who has been selected in a campus interview?
3. You are the HR manager of either
4. A stock and share management company hiring entry level market researchers. or
5. A management institute that looks to hire senior professors

Prepare a job description and person specification. Also draft a short 30 word advertisement that you will place in a job portal or magazine. (Any one of the above)

**Part C**

**Answer any TWO of the following 15X2 = 30**

1. Graphically illustrate that the backward bending supply curve of labour is due to income and substitution effects as a result of wage change.
2. Critically examine growth and structure of labour unions in India.
3. Briefly describe the assumptions of the trait and style theories of leadership. With the advancement in the field of management education do you think the trait theory of leadership is still valid? Substantiate your argument.