

Register Number:

DATE:

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

**M.A. ECONOMICS – IV SEMESTER**

**SEMESTER EXAMINATION: APRIL 2017**

**EC DE 0316: Human Resource Economics**

Time-2 ½ hrs Max Marks-70

**This paper contains TWO printed pages and THREE parts**

**PART A Answer any TEN of the following 2 X 10 = 20**

1. Mention a few reasons for the supply curve of labour to bend backwards.
2. What are Fringe Benefits?
3. Why did Karl Marx call his theory of wages as the “Surplus Value Theory”?
4. Define “Wage Differential”
5. What was Gary Becker’s concept of Human Capital?
6. How is the unemployment rate calculated?
7. What is Social Security?
8. Briefly state the Evolutionary Theory of Labour Movement which is also known as the theory of Industrial Democracy
9. What is meant by International Labour Standards?
10. Distinguish between recruitment and selection.
11. What is the main premise of the Trait Theory of Leadership?
12. In what way is Human Resource Development different from Human Resource Management?

**PART B Answer any TWO of the following 10 X 2 = 20**

1. Distinguish between Labour Market Discrimination and Labour Market Segmentation with special reference to India.
2. Analyse the impact of technological advancements like off shoring and outsourcing on the mobility of labour. Quote examples where ever appropriate from the Indian context.
3. In the modern corporate world characterized by globalisation, competition and high staff turnover, would you consider the Contingency Theory of leadership or the Transactional Theory of leadership to be more appropriate. Substantiate your view with reasons.

**PART C Answer any TWO of the following 15 X 2 = 30**

1. With reference to the theory of individual supply of labour, graphically illustrate the marginal rate of substitution between work and leisure.
2. Assume that you are the team leader for a marketing team. You are required send appraisal reports of all your staff to the regional head every quarter. In the light of this prepare
   1. A self appraisal form which will be filled up by your team members
   2. An appraisal form which will be filled up by you after assessing their Key Performance Areas (You need to define the Key Performance Areas)
   3. Format of the appraisal report that you will be sending to the regional head
3. Consider the compensation package of any major company for a middle or senior level job. It will include, apart from monetary benefits, a host of other benefits. Identify certain non monetary benefits that are given to top executives and relate it with either Maslow’s Theory of hierarchy of needs or Herzberg’s two factor theory of motivation.

EC-DE-0316-B-17