



**KERALA AGRICULTURAL UNIVERSITY**  
**B.Sc. (Hons.) C&B 2016 Admission**  
**VI Semester Final Examination- August -2019**

**Cmgt.3210**

**Human resources management for co-operatives (1+1)**

**Marks: 50**  
**Time: 2 hours**

**I Fill in the blanks (10x1=10)**

- 1 Co-operative education is being implemented by NCUI with the help of.....
- 2 The National Centre for Co-operative Education was established in.....
- 3 .....is written description of education, experience and skills needed to perform a job effectively.
- 4 .....are directed toward maintaining and improving current job performance, while.....seek to develop skills for future jobs.
- 5 Total compensation involves base pay.....and.....

**State True or False**

- 6 Vaikunth Mehta National Institute of Cooperative Management (VAMNICOM), started as a Cooperative Training College in 1947
- 7 Orientation or socialization is designed to provide new employees with the information needed to function comfortably and effectively in the organization.
- 8 Discipline is generally administered when an employee works very hard and beyond the expectations of boss.
- 9 Background investigations are of two types: verifications of application data and reference Checks.
- 10 360 degree feedback is a performance appraisal method that utilizes feedback from supervisors, employees, and co-workers.

**II Write short notes on ANY FIVE of the following (5x2=10)**

- 1 Human resource management.
- 2 Explain briefly the concept of On The-Job Methods
- 3 Importance of Performance Appraisal.
- 4 Explain briefly the background and role of VAMNICOM
- 5 Different types of compensation
- 6 What do you mean by grievances?
- 7 What is orientation in HRM?

**III Answer ANY FIVE of the following (5x4=20)**

- 1 Present an overview of the HRM process. Explain some of the challenges associated with HRM.
- 2 Four basic aspects of Human resource planning.
- 3 Selection.
- 4 Distinguish between training and development programs and give examples of each.
- 5 Comment on the Essentials of a Good Appraisal System.
- 6 Define Negotiation and mention the types of negotiation
- 7 Sketch the organizational structure of Cooperative Training arrangements in India.

**IV Write an essay on ANY ONE of the following (1x10=10)**

- 1 Steps in the Selection Process.
- 2 Analyze the various types of Training Methods.

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