

M.Com. (CBCS) DEGREE EXAMINATION,
APRIL 2023.

Third Semester

Commerce – Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2021 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Human Resource Management Emphasis
- (a) Development of People
 - (b) Punishment of People
 - (c) Adoption of People
 - (d) Welfare of People

6. When an employee is trained for a key position in the organisation is called
- (a) Talent management
 - (b) Replacement planning
 - (c) Leadership development
 - (d) Succession planning
7. When an employee is appraised by all the members in the organisation like superior, subordinate, peer, customer etc is called as
- (a) Employee Self Assessment
 - (b) The 360-Degree Appraisal
 - (c) Ranking Appraisal
 - (d) Performance Appraisal
8. The compensation paid during the time of layoff is called
- (a) Dearness Allowance
 - (b) Servant Allowance
 - (c) Retaining Allowance
 - (d) Cash Allowance

2. Which of the following correctly defines the Human Resource Department?
- (a) Functional Department
 - (b) Service Department
 - (c) Line Department
 - (d) Authority Department
3. What is the need for Human Resource Planning?
- (a) For under going an effective employee development program
 - (b) To represent a base for recruitment
 - (c) To represent a base for selection policy
 - (d) All of the above
4. _____ is defined as the record of outcomes produced on a specific job function or activity during a specific time period.
- (a) Performance
 - (b) Work function
 - (c) Evaluation
 - (d) Performance evaluator
5. Campus selection is a _____ source of recruitment.
- (a) External
 - (b) Internal
 - (c) Macro
 - (d) Micro

9. Under which policy employees are free to meet the top executives of the organisation and get that grievances redressed?
- (a) Open door policy
 - (b) Step ladder policy
 - (c) Open hierarchy policy
 - (d) Collective bargaining policy
10. Which permanent settlement machinery has been mentioned in the speedy and accountable settlement of Industrial Disputes?
- (a) Adjudication
 - (b) Conciliation
 - (c) Arbitration
 - (d) Settlement

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) Explain the role of the Human Resource Manager.
- Or
- (b) Explain the objectives of Human Resource Management.

12. (a) Elucidate the importance of job analysis.

Or

(b) What are the advantages of Human Resource Planning?

13. (a) What are the external sources of recruitment?

Or

(b) Explain the stages involved in the selection of an Employee.

14. (a) Why are transfers used in organisation?

Or

(b) Explain the merits of Incentives.

15. (a) What is Green HRM? Discuss its importance.

Or

(b) Describe the different contemporary issues in HRM.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Describe the emerging challenges of Human Resource Management.

Or

(b) Explain the essential HR policies in detail.

17. (a) Explain the methods of Job analysis.

Or

(b) Discuss the requirements of Human Resources.

18. (a) What are the differences between Promotion and Transfers?

Or

(b) Explain in detail the methods of Training.

19. (a) What are the limitations of Performance Appraisal?

Or

(b) What are the factors influencing compensation plans?

20. (a) Explain the types of Industrial Disputes.

Or

(b) Explain the benefits of Human Resource Audit.