

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Explain the qualities of a good personal manager.
Or
(b) Illustrate the emerging challenges of HRM.
17. (a) Enumerate the process of HR planning.
Or
(b) Discuss about the quantitative dimension of HR planning.
18. (a) Explain the internal sources of recruitment.
Or
(b) Summarise the various methods of on the job training.
19. (a) Enumerate the traditional method of performance appraisal.
Or
(b) Describe the various types of promotion.
20. (a) Explain the contemporary issues in HRM.
Or
(b) Discuss in detail about the features of grievances procedure.

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

Third Semester

Commerce - Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2021-2022)

Time : Three hours . Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

- Who focuses his attention in providing and improving welfare facilities for employees?
(a) HR manager (b) Functional manager
(c) Arbitrator (d) Adjudicator
- What refers to the management of people in organization?
(a) Financial management
(b) Cost management
(c) Human resource management
(d) Technical management.

3. What refers to organising task duties and responsibilities into a unit of work to attend certain objectives?
(a) Job analysis (b) HR planning
(c) Job evaluation (d) Job design
4. Name of assessing the performance of an employee in a job
(a) Training (b) Development
(c) Recruitment (d) Performance appraisal
5. Attracting and motivating capable candidates to apply for jobs in an organisation are called:
(a) Recruitment (b) Performance appraisal
(c) Selection (d) Training
6. Improve skills level of employees to ensure better job performance is known as:
(a) Recruitment (b) Training
(c) Selection (d) Performance appraisal
7. What is linked with performance appraisal?
(a) job design (b) Development
(c) Job description (d) Job analysis
8. Which method is used for evaluating the performance of supervisory position?
(a) Essay method (b) Rank method
(c) MBO (d) 360 degree feedback
9. Industrial disputes of national importance are referred to the
(a) District Tribunal
(b) State Tribunal
(c) National Tribunal
(d) International tribunal

10. Which grievances refer to grievance without any basis or valid reason?
(a) Factual (b) Imaginary
(c) Disguised (d) Exit

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) Identify the objectives of HRM.
Or
(b) Sketch out the need of HR policies.
12. (a) Indicate the advantages of job design.
Or
(b) Write a note on workload analysis.
13. (a) Select the factors influencing recruitment.
Or
(b) Write a note on polycentring approaches.
14. (a) Distinguish between base compensation and supplementary compensation.
Or
(b) List out the merits and demerits of BARS.
15. (a) Identify the causes of industrial disputes.
Or
(b) Write a brief note on green HRM.