

(6 pages)

Reg. No. : .....

Code No. : 30634 E Sub. Code : CABA 41

B.B.A. (CBCS) DEGREE EXAMINATION, APRIL 2023

Fourth Semester

Business Administration — Allied

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. The strategic approach to nurturing and supporting employees and ensuring a positive workplace environment is known as \_\_\_\_\_.
- (a) HRP  
(b) HRM  
(c) HRD  
(d) NILM

2. \_\_\_\_\_ is a managerial function of management.
- (a) Controlling (b) Employment  
(c) Compensation (d) Integration
3. The process of attracting and obtaining as many applicants as possible from eligible job seekers are called \_\_\_\_\_.
- (a) selection (b) recruitment  
(c) placement (d) development
4. Which one of the following is not a recruitment technique?
- (a) Scouting (b) Salary and perks  
(c) Body Shopping (d) ESOPs
5. The degree to which an employee applies his skill, knowledge and efforts to a job assigned to him and the result of that application is called \_\_\_\_\_.
- (a) performance (b) placement  
(c) training (d) selection
6. \_\_\_\_\_ is a process of learning a sequence of programmed behaviour and application of knowledge.
- (a) Education (b) Development  
(c) Training (d) Learning

7. How many components are there in compensation?  
 (a) 4 (b) 5  
 (c) 6 (d) 7
8. Which is not the objective of Compensation?  
 (a) To establish equity  
 (b) To Improve Employee Efficiency  
 (c) To Control Cost  
 (d) To Comply with illegal Regulation
9. Which of the following is the machinery for settlement of industrial disputes?  
 (a) Indian Labour Conference  
 (b) Joint Management Council  
 (c) Industrial Tribunal  
 (d) Standing Labour Committees
10. What is collective bargaining?  
 (a) Consultation between the employer and all employees  
 (b) Debate between different organisations  
 (c) Negotiation between an employer and a recognised trade union  
 (d) A form of employee involvement

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**PART B — (5 × 5 = 25 marks)**

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

Each answer should not exceed 250 words.

11. (a) Write a note on the scope of HRM.  
 Or  
 (b) Describe Strategic HRM.
12. (a) Explain the various internal sources of recruitment.  
 Or  
 (b) State the purpose of Induction.
13. (a) What are the objectives of performance appraisal?  
 Or  
 (b) Discuss the importance of training.
14. (a) State the essentials of a sound wage and salary structure.  
 Or  
 (b) What do you mean by Profit sharing? Explain.

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15. (a) Explain the causes of grievances.

Or

(b) Why do workers join in trade unions?

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) State the functions of HRM.

Or

(b) Distinguish between Personnel Management and Human Resources Management.

17. (a) Describe the contents of job description.

Or

(b) Explain the selection procedure.

18. (a) Explain the modern methods of performance appraisal.

Or

(b) Discuss the different types of on-the-job training.

19. (a) State the objectives of wage and salary administration.

Or

(b) Explain the components of compensation.

20. (a) What are the essentials of a good discipline system?

Or

(b) Explain the collective bargaining process.

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