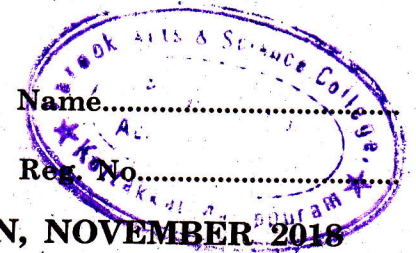


D 50546

(Pages : 2)



FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2018

(CUCBCSS—UG)

Core Course

BCM 5B 09—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 80 Marks

Part I

Answer all questions.

Each question carries 1 mark.

(A) Choose the correct answer from the choices given. Each question carries 1 mark :

- 1 Which of the following techniques of performance appraisal is least susceptible to personal bias ?
 - (a) 360 degree appraisal system.
 - (b) Forced-Choice method.
 - (c) Ranking method.
 - (d) Check list.
- 2 On the Job training method is based on :
 - (a) Demonstration method.
 - (b) Apprenticeship training method.
 - (c) Informal training.
 - (d) All of the above.
- 3 Effective supervision is an activity of :
 - (a) Organisation function.
 - (b) Staffing function.
 - (c) Control function.
 - (d) Direction function.
- 4 Human Resource Management is normally _____ in nature.
 - (a) Proactive.
 - (b) Reactive.
 - (c) Combative.
 - (d) None of the above.
- 5 In which of the following methods are grievances ascertained at the time of employees quitting the organisation ?
 - (a) The exit interview method.
 - (b) The gripe-box system.
 - (c) The open door policy.
 - (d) Opinion surveys.

(B) Fill in the blanks :

- 6 The compensation paid during the time of lay-off is called _____.
- 7 The employees appraised based on their reaction on critical situation is _____ performance appraisal method.

Turn over

- 8 Campus selection is a _____ source of recruitment.
- 9 Traditional approach of performance appraisal is also known as _____ approach.
- 10 A written summary of knowledge skill and attitude required to perform a job is _____.
- (10 × 1 = 10 marks)

Part II

*Answer any eight questions.
Each question carries 2 marks.*

- 11 What are the objectives of HRM ?
- 12 What are the basic functions of a HR manager ?
- 13 What do you mean by recruitment ?
- 14 What do you mean by fringe benefits ?
- 15 What do you mean by Job rotation ?
- 16 What do you mean by Vestibule training ?
- 17 What is career planning ?
- 18 Write a note on absenteeism ?
- 19 What do you mean by grievance redressal ?
- 20 What is bonus ?

(8 × 2 = 16 marks)

Part III

*Answer any six questions.
Each question carries 4 marks.*

- 21 What is HRM ? What are its objectives ?
- 22 Compare and contrast HRM versus Personnel Management.
- 23 What is human resource planning ? What is its importance ?
- 24 What is recruitment ? What are the internal sources of recruitment ?
- 25 What do you mean by interview ? What are the different types of interviews ?
- 26 Explain the term training. Specify the needs for training.
- 27 Explain the traditional methods of performance appraisal.
- 28 "Selection is virtually a kind of elimination process"—Comment.

(6 × 4 = 24 marks)

Part IV

*Answer any two questions.
Each question carries 15 marks.*

- 29 Define Human Resource Management ? Explain the scope and functions of HRM.
- 30 Write an essay on Training and the various methods adopted for training.
- 31 What is employee grievance ? What are the various causes for employee grievance ? Explain the process of grievance handling.

(2 × 15 = 30 marks)

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(Pages : 2)

Name.....

Reg. No.....

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2018

(CUCBCSS—UG)

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

[Common for B.Com. Vocational]

(2017 Admissions)

Time : Three Hours

Maximum : 80 Marks

Part A

Answer all the questions.

Each question carries 1 mark.

1. ESOP stands for _____.
2. _____ is what employee receives in exchange for their contribution to the organization.
3. _____ is an attempt to predict an organizations future demand for employees.
4. _____ is the process of providing trainees with information about their performance.
5. _____ is a voluntary separation initiated by employee himself.
6. Promotion :
 - (a) Upward movement.
 - (b) Downward movement.
 - (c) Promotion process.
 - (d) None.
7. Application blank :
 - (a) Job analysis.
 - (b) Job appraisal.
 - (c) Selection process.
 - (d) None.
8. The following is concerned with developing a pool of candidates in line with the human resources plan :
 - (a) Development.
 - (b) Training.
 - (c) Recruitment.
 - (d) All of the above.
9. Majority of the disputes in industries is related to the problem of :
 - (a) Wages.
 - (b) Salaries.
 - (c) Benefits.
 - (d) All of the above.
10. The basic managerial skill is :
 - (a) To Supervise.
 - (b) To Stimulate.
 - (c) To Motivate.
 - (d) All of the above.

(10 × 1 = 10 marks)

Turn over

Part B

*Answer any eight questions.
Each question carries 2 marks.*

11. What is the difference between Training and Development ?
12. What is strategic HRM ?
13. What do you understand by employee referrals ?
14. What is Job Specification ?
15. What do you mean by Human Resource Planning ?
16. Explain the concept of job evaluation.
17. What are the causes of grievances ?
18. What is Transfer ? What are the different types of transfer ?
19. Write a note on career planning.
20. What are internal sources of recruitment ?

(8 × 2 = 16 marks)

Part C

*Answer any six questions.
Each question carries 4 marks.*

21. Explain the process of Performance Appraisal.
22. Write a note on :
 - (a) Suspension.
 - (b) Dismissal.
 - (c) Red Hot Stove Rule.
23. What is Indiscipline ? What are its causes ?
24. How would you try to discover Grievances ?
25. What is Induction and what are its objectives ?
26. What are the needs of training ?
27. What are the objectives of Performance Appraisal ?
28. Explain the process of Training Evaluation.

(6 × 4 = 24 marks)

Part D

*Answer any two questions.
Each question carries 15 marks.*

29. Explain employee separation. What are the different forms of separation ?
30. What is recruitment ? What are the sources of recruitment ?
31. What is Human Resources Planning ? What are its Objectives and Importance ?

(2 × 15 = 30 marks)

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(Pages : 3)

Name.....

Reg. No.....

FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2017

(CUCBCSS—UG)

BCM 5B 09—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 80 Marks

Part A

A. Fill in the blanks :

- 1 _____ is a decision initiated by either the employee/employer due to long leave of absence, resignation etc.
- 2 _____ is a kind of interactive session in a formal meeting where the trainees are encouraged by the trainer to participate actively.
- 3 _____ is a kind of interview conducted for finding reasons for the employee's decision to part with the organisation.
- 4 Introduction of an employee to a new job is called _____.
- 5 _____ involves a vertical expansion of a job by adding more responsibilities and freedom to it.

B. Multiple Choice :

- 6 Tests which are especially designed to assess the presence of job specific skills in an individual.
 - (a) Interest tests.
 - (b) Aptitude tests.
 - (c) Personality tests.
 - (d) Employment tests.
- 7 Upward movement of an employee from the present position to another one with increased responsibilities is :
 - (a) Demotion.
 - (b) Transfer.
 - (c) Promotion.
 - (d) Placement.
- 8 A systematic method of performance appraisal where each employee is compared with all other employees in the group one at a time :
 - (a) Paired comparison method.
 - (b) Forced distribution method.
 - (c) Checklist method.
 - (d) Critical incident method.

Turn over

- 9 A deliberate attempt for an individual to become more aware of his or her skills, interest values opportunities, choices and consequences is :
- (a) Career development. (b) HR planning.
(c) Career planning. (d) Man power planning.
- 10 Any discontent or dissatisfaction whether expressed or not arising out of anything connected with the company that an employee thinks, believes or even feels is unfair, unjust or inequitable.
- (a) Grievance. (b) Stress.
(c) Conflict. (d) None of these.

(10 × 1 = 10 marks)

Part B

*Answer any eight questions.
Each question carries 2 marks.*

- 11 What is job description ?
12 What is simulation ?
13 What is minimum wage ?
14 What do you mean by promotion ?
15 What is career planning ?
16 What is compensation ?
17 What is HRM ?
18 What is an unstructured interview ?
19 What are case studies ?
20 What are casual applications ?

(8 × 2 = 16 marks)

Part C

*Answer any six questions.
Each question carries 4 marks.*

- 21 What are the different types of interview in an organization ?
22 What are the objectives of Human Resource Planning ?
23 Which are the sources of recruitment ?

- 24 Explain the approaches to job evaluation.
- 25 Describe the objectives of compensation planning.
- 26 Describe the process of executive development.
- 27 What is the need and importance of training ?
- 28 Discuss the various stages in selection process.

(6 × 4 = 24 marks)

Part D

Answer any two questions.

Each question carries 15 marks.

- 29 Discuss the scope and importance of HRM ?
- 30 Explain the techniques of training in organisation.
- 31 Explain the various methods of performance appraisal in an organization ?

(2 × 15 = 30 marks)

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(Pages : 2)

Name.....
Reg. No.....

FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2016

(CUCBCSS—UG)

BCM 5B 09—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 80 Marks

Part I

*Answer all questions.
Each question carries 1 mark.*

A. Choose the correct answer from the choices given :

- 1 The basic drivers that give the urge to take up a certain career is called :
 - (a) Career goals.
 - (b) Career anchors.
 - (c) Career paths.
 - (d) Career guide.
- 2 The objective of executive development is enhancing :
 - (a) Thinking skill.
 - (b) Job skill.
 - (c) Managerial skill.
 - (d) Decision making skill.
- 3 The method used in government organizations to appraise the employees :
 - (a) Ranking method.
 - (b) Grading method.
 - (c) Paired comparison method
 - (d) Confidential report.
- 4 The process of increasing the knowledge and skills of an employee for doing a particular job is :
 - (a) Development.
 - (b) Education.
 - (c) Training.
 - (d) Induction.
- 5 The consideration for wage payment is :
 - (a) External equity.
 - (b) Ability to pay.
 - (c) Statutory regulation.
 - (d) All of these.

B. Fill in the blanks :

- 6 _____ is the process that reduces the number of employees working in an organisation.
- 7 _____ is the process of collecting information about a job.
- 8 The payment of wages on the basis of number of items produced is called _____.
- 9 _____ is a statement which describes the minimum qualities required to perform a job.
- 10 The downward movement of an employee in the organisational hierarchy with lower ranks and pay is called _____.

(10 × 1 = 10 marks)

Turn over

Part II

*Answer any eight questions.
Each question carries 2 marks.*

- 11 What do you mean by maintenance of employees ?
- 12 Define HRM.
- 13 What is ergonomics ?
- 14 What is sensitivity training ?
- 15 Distinguish between wage and salary.
- 16 What is BARS ?
- 17 What do you mean by incentives ?
- 18 What is job enlargement ?
- 19 What do you mean by HRD ?
- 20 What do you mean by MBO ?

(8 × 2 = 16 marks)

Part III

*Answer any six questions.
Each question carries 4 marks.*

- 21 Explain the process of executive development programme.
- 22 What are the objectives of human resources management ?
- 23 What are the essentials of a sound wage and salary structure ?
- 24 How can the effectiveness of a training programme be evaluated ?
- 25 Explain the techniques used for job analysis.
- 26 What are the problems in performance appraisal ?
- 27 What are the causes of employee grievances ?
- 28 What are the sources of recruitment ?

(6 × 4 = 24 marks)

Part IV

*Answer any two questions.
Each question carries 15 marks.*

- 29 Explain the process of manpower planning.
- 30 Explain various methods of training employees in an organization.
- 31 What is meant by the term career ? Outline the process of career planning clearly.

(2 × 15 = 30 marks)

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(Pages : 3)

Name.....

Reg. No.....

**FIFTH SEMESTER B.A. DEGREE (SUPPLEMENTARY) EXAMINATION
NOVEMBER 2017**

(UG—CCSS)

EN 5D 1—FILM STUDIES

(Common for 2009 and 2012 Admissions)

Time : Three Hours

Maximum : 30 Weightage

I. Answer the following bunches of questions :

(A) 1 The author of the book *What is Cinema* is _____.

- (a) Ronald Abramson. (b) Satyajit Ray.
(c) Andre Bazin. (d) None of these.

2 *Charulata* is _____ classic.

- (a) A Hollywood. (b) An Indian.
(c) A Malayalam. (d) None of these.

3 Who among the following was an advocate of the filmic technique 'Montage' ?

- (a) Andre Bazin. (b) Stanley Cavell.
(c) Sergei Eisenstein. (d) None of these.

4 Which of the following is associated with Auteur theorists ?

- (a) *Movie*. (b) Andrew Sarris.
(c) *Cahiers du cinema*. (d) All of these.

(B) 5 Battleship Potemkin is a good example for _____.

- (a) Silent cinema. (b) Montage.
(c) Both (a) and (b). (d) None of these.

6 _____ is a film based on Shakespeare's *King Lear*.

- (a) *Ran*. (b) *Rashomon*.
(c) *Throne of Blood*. (d) None of these.

Turn over

7 _____ degree rule is not associated with film making.

- (a) 30. (b) 180.
(c) 120. (d) None of these.

8 The hero on travel undergoing transformation is a feature of _____ movies.

- (a) Thrillers. (b) Horror.
(c) Gothic. (d) Road.

(C) 9 What does Andre Bazin call an ideal city that is being dismantled ?

10 What is the shot that help to identify the locale or time called ?

11 What is the term for the depth of field in films like *Citizen Kane* ?

12 What is the French term for all that is 'put into the scene' ?

(3 × 1 = 3 weightage)

II. Answer each of the following questions in two or three sentences :

13 Give two basic features of musicals.

14 Why is *The Godfather* marked as a Hollywood classic ?

15 What is the major argument of auteur theory ?

16 What are continuity cuts ?

17 Name a horror film.

18 What is the advantage of a 'medium shot' ?

19 What is dubbing ?

20 Define montage.

21 Give two features of the genre 'documentary'.

(9 × 1 = 9 weightage)

III. Answer five of the following questions in a paragraph of 100 words :

22 Film Noir.

23 *Chemmeen*.

24 *Rashomon*.

- 25 Westerns.
- 26 Laura Mulvey's contribution to film criticism.
- 27 Fantasy films.
- 28 Censorship in films.

(5 × 2 = 10 weightage)

IV. Answer any *two* of the following questions in 300 words :

- 29 Write an essay on the different film genres.
- 30 Summarize Venkiteswaran's observations on *Swayamvaram*.
- 31 Write an essay on the material conditions that shaped the French New Wave films.

(2 × 4 = 8 weightage)

C 30791

(Pages : 3)

Name.....

Reg. No.....

**FIFTH SEMESTER B.Com. DEGREE (SUPPLEMENTARY) EXAMINATION
NOVEMBER 2017**

(UG—CCSS)

BC 5D 02—HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 30 Weightage

Section A

This section consists of three bunches of four questions.

Each bunch carries a weightage of 1.

Answer all the questions.

I. Choose the most appropriate answers from the following :

1 Which of the following HR function is the basic element of recruitment ?

- (a) Attract the job applicants for the particular post.
- (b) Select the best one among all applicants.
- (c) Train the people as per organizational requirements.
- (d) Fire the non-performing employees.

2 Evaluation of training program is conducted :

- (a) At the initial stage while design a training.
- (b) Prior to need assessment phase.
- (c) Parallel to design a training content.
- (d) At the last stage of training.

3 Which of the following defines the process of 'Recruitment' ?

- (a) Forecasting the demand of human resources.
- (b) Forecasting the supply of human resources.
- (c) Discovering potential job candidates for a particular position.
- (d) Making a "hire" or "no hire" decisions.

4 How often HR planning process is implemented within an organization?

- (a) Continuously.
- (b) Annually.
- (c) Bi-annually.
- (d) Quarterly.

Turn over

II. Fill in the blanks with appropriate words :

- 5 HR department maintains _____ records.
- 6 Asking probing and open-ended questions is a feature of _____ interview.
- 7 "On going process of evaluating and managing both the behaviour and outcomes in the workplace" is known as _____.
- 8 The first formal stage of the disciplinary procedure is _____.

III. Answer the following questions in a single word :

- 9 Expand BARS.
- 10 Name the American who is known as the 'founder of modern management'.
- 11 Mention the famous theory enunciated by Abraham Maslow.
- 12 Is it true to believe that hard and soft HRM are related with hardware and software ?

(12 × ¼ = 3 weightage)

Section B

IV. Answer *all* the questions. Each question carries 1 weightage :

- 13 What do you mean by formal induction programme ?
- 14 What do you mean by grievance ?
- 15 Explain fringe benefits.
- 16 What do you mean by recruitment ?
- 17 What is absenteeism ?
- 18 What do you understand by the term 'discipline' ?
- 19 Clarify the term 'demotion'
- 20 What is human resource procurement ?
- 21 Explain piece rate wage system.

(9 × 1 = 9 weightage)

Section C

V. Answer any *five* questions from the following. Each question carries a weightage of 2 :

- 22 What are the merits and demerits of external sources of recruitment ?
- 23 Explain the characteristics of performance appraisal.

- 24 Explain MC Gregor's Hot Stove Rule.
- 25 What are the steps involved in the career development process ?
- 26 Explain the process involved in MBO.
- 27 Discuss the importance of training.
- 28 What are the objectives of human resource development ?

(5 × 2 = 10 weightage)

Section D

VI. Answer any *two* questions. Each question carries a weightage of 4 :

- 29 Explain the concept and functions of Human Resource Management.
- 30 What do you mean by selection ? Explain the steps involved.
- 31 What are the limitations of performance appraisal ?

(2 × 4 = 8 weightage)