D 51674 (Pages : 2) Name..

Reg. No....................................

THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION NOVEMBER 2023

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019—2022 Admissions)

Time : Two Hours and a Half Maximum : 80 Marks

Answers should be written in English only.

Part A

Answer **all** *the questions.*
2 marks each.
Maximum 25 Marks.

1. What is Human resource planning ?

2. What is Job design ?

3. Define Recruitment.

4. What is Induction ?

5. What is Training ?

6. What is compensation management ?

7. What is Grievance ?

8. What is Labour participation in Management ?

9. What do you mean by Gate recruitment ?

10. What is Assessment centre ?

11. What is sensitivity training ?

12. What is position rotation ?

13. What is job enrichment ?

Turn over

14. What is Application blank ?

15. What is compensation management ?

(15 × 2 = 30 Maximum ceiling 25 Marks)

Part B

Answer **all** *the questions.*
5 *marks each.*
Maximum 35 *Marks.*

16. Discuss the role of Human resource manager.

17. Briefly discuss the methods of collecting Job analysis data.

18. What are the contents of job description ?

19. Discuss the various sources of recruitment.

20. Discuss the importance of training.

21. Write down the characteristics of performance appraisal.

22. Explain the process of career planning.

23. What are the activities involved in career development ?

(8 × 5 = 40 Maximum ceiling 35 Marks)

Part C

Answer any **two** *of the following.*
10 *marks each.*

24. What is Training ? What are the different methods of training employees ?

25. Define Human Resource Management. What are its characteristics ? Also discuss the objectives of HRM.

26. What do you mean by performance appraisal ? Discuss the process of performance appraisal.

27. What are the objectives of Labour participation in Management ? Also discuss the various forms of labour participation in Management.

(2 × 10 = 20 marks)

D 31734 (Pages : 2) Name...

Reg. No....................................

THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION NOVEMBER 2022

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019 Admission onwards)

Time : Two Hours and a Half Maximum : 80 Marks

Part A

Answer **all** *questions.*
Each question carries 2 *marks.*

1. What is meant by Internship ?

2. Write the meaning of operational E-HRM.

3. What is job specification ?

4. What do you mean by proficiency test ?

5. What is Recruitment ?

6. What is halo effect ?

7. What is meant by employee grievance ?

8. How job evaluation is different from job analysis ?

9. What is formal appraisal ?

10. What is meant by short term man-power planning ?

11. What is benchmarking ?

12. What is meant by critical incident appraisal method ?

13. What are fringe benefits ?

14. What is monetary incentive ?

15. What do you mean by performance management ?

(15 × 2 = 30, Maximum ceiling 25 Marks)

Turn over

Part B

*Answer **all** questions.*
Each question carries 5 marks.

16. What are the factors affecting recruitment ?

17. What is E-HRM? What are its different types ?

18. What are the contents to be included in an induction programme of an employee ?

19. What criteria would you use to evaluate the training programme ?

20. Describe the limitations of career planning.

21. Explain the significance of Hot Stove Rule in a working environment of an organisation.

22. Explain the process of performance appraisal.

23. What are the advantages of job evaluation ?

(8 × 5 = 40, Maximum ceiling 35 Marks)

Part C

*Answer any **two** questions.*
Each question carries 10 marks.

24. Define man power planning. Explain the pre-requisites of man power planning.

25. Explain the different methods of wage systems.

26. Explain the steps included in the training process.

27. How performance appraisal can be made more effective ?

(2 × 10 = 20 marks)

D 11962   (Pages : 2)   Name..

Reg. No....................................

THIRD SEMESTER (CBCSS–UG) DEGREE EXAMINATION, NOVEMBER 2021

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019—2020 Admissions)

Time : Two Hours and a Half   Maximum : 80 Marks

Section A

Answer atleast **ten** *questions.*
Each question carries 3 *marks.*
All questions can be attended.
Overall ceiling 30.

1. Define human resource planning.

2. What is job summary ?

3. What are the principles of job design ?

4. What is job evaluation ?

5. What is merit rating ?

6. What is interest test ?

7. What are the objectives of training ?

8. What is vestibule training ?

9. What is simulation ?

10. Define human resource management.

11. What is paired comparison ?

12. What is career planning ?

13. What is Procedural Fairness ?

14. What do you mean by Discipline ?

15. What is misconduct ?

(10 × 3 = 30 marks)

Turn over

Section B

Answer atleast **five** *questions.*
Each question carries 6 *marks.*
All questions can be attended.
Overall ceiling 30.

16. State the importance of HRM.

17. Differentiate between human resource management *Vs.* Personnel Management

18. What are the factors affecting human resource planning ?

19. Mention the uses of job analysis.

20. What are the methods of job evaluation ?

21. What are the internal factors affecting recruitment ?

22. Explain the purposes of performance appraisal.

23. Explain the career development process.

$(5 \times 6 = 30 \text{ marks})$

Section C

Answer any **two** *questions.*
Each question carries 10 *marks.*

24. Detail out the challenges before Human resource manager.

25. Explain the Methods of Performance Appraisal.

26. Explain in detail the advantages and disadvantages of MBO.

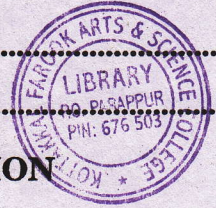27. Define Grievances. Explain the Causes or sources of Grievances.

$(2 \times 10 = 20 \text{ marks})$

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Name......................................

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THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION NOVEMBER 2020

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

Time : Two Hours and a Half

Maximum : 80 Marks

Section A

Answer at least **ten** *questions.*
Each question carries 3 marks.
All questions can be attended.
Overall Ceiling 30.

1. Define Human Resources Management.

2. State the objectives of HRP.

3. What is job analysis ?

4. What is job specification ?

5. What is job enlargement ?

6. What is merit rating ?

7. Define Recruitment.

8. What is aptitude test ?

9. What is Management by Exception ?

10. What is Induction ?

11. What is on the job training ?

12. What is multiple management ?

13. What is role playing ?

14. Define performance appraisal.

15. Mention the aims of discipline.

(10 × 3 = 30 marks)

Turn over

Section B

*Answer at least **five** questions.*
Each question carries 6 marks.
All questions can be attended.
Overall Ceiling 30.

16. Explain the features of Human Resources Management.

17. Explain the Scope of HRM.

18. What are the functions of Human Resource Manager ?

19. What are the barriers to human resource planning ?

20. Differentiate between job enlargement and job enrichment.

21. Explain the advantages of job evaluation.

22. What are the objectives of induction ?

23. Explain the career development process.

(5 × 6 = 30 marks)

Section C

*Answer any **two** questions.*
Each question carries 10 marks.

24. Explain in detail the evolution of HRM.

25. Explain in detail the importance of human resource planning.

26. Explain in detail the advantages and disadvantages of MBO.

27. Define Grievances. Explain the causes or sources of Grievances.

(2 × 10 = 20 marks)