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Name.....

Reg. No.....

FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2019

(CUCBCSS—UG)

B.Com.

BCM 5B 09—HUMAN RESOURCE MANAGEMENT

(2014 Admissions)

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 Off the Job training method consists of :

- (a) Straight Ranking method.
- (b) Role playing method.
- (c) Check list method.
- (d) Man-to-man comparison method.

2 A _____ is a collection of duties, tasks and responsibilities which are assigned to an individual and which is different from the assignment.

- (a) Job.
- (b) Human Resource planning.
- (c) Industrial relations.
- (d) Responsibility.

3 Find the odd man out among the following fundamental principles of grievance procedure.

- (a) Settlement at the lowest level.
- (b) Settlement in favour of management.
- (c) Settlement as expeditiously as possible.
- (d) Settlement to the satisfaction of the aggrieved.

4 Provision for cars, parking lots and membership in country clubs are examples of :

- (a) Base salary of executives.
- (b) Short-term incentive plans.
- (c) Executive perks.
- (d) None of the above.

Turn over

5 A series of processes aimed at assisting the employees make informed career decisions is known as :

- (a) Career guidance. (b) Career anchoring.
(c) Mentoring. (d) Career goals.

B. Fill in the blanks :

- 6 Personnel management is concerned with the proper utilization of _____ resources in the organisation.
- 7 When an employee is appraised by all members of the organisation like superior subordinate, peer, customer etc is called as _____ appraisal.
- 8 Promotion is a _____ source of recruitment.
- 9 Process of generating applicants is known as _____.
- 10 A written summary of content and context of job is called _____.

(10 × 1 = 10 marks)

Part II

Answer any eight questions.

Each question carries 2 marks.

- 11 What is HRD ?
- 12 What do you mean by placement ?
- 13 What do you mean by Job analysis ?
- 14 What do you mean by internship training ?
- 15 What do you mean by paired comparisons method ?
- 16 What is operative function of HRM ?
- 17 Differentiate wage from salary.
- 18 What is sensitivity training ?
- 19 What is job enlargement ?
- 20 What is an incentive ?

(8 × 2 = 16 marks)

Part III

Answer any six questions.

Each question carries 4 marks.

21. Write a brief note on the scope of HRM.
22. What is manpower planning ? What is the need for manpower planning ?
23. What is meant by selection ? Explain the procedure for selection.
24. Explain the term training. What are the objectives of training ?
25. Differentiate recruitment and selection.
26. Discuss the role of personnel manager ? Explain the stresses and strains involved in his role.
27. What are the problems associated with performance appraisal ?
28. What is Job analysis ? Explain the various techniques used for job analysis.

(6 × 4 = 24 marks)

Part IV

Answer any two questions.

Each question carries 15 marks.

29. What is Human Resource Management ? Explain the objectives and functions of HRM.
30. What do you mean by training and development ? Explain the various methods of training of personnel.
31. Explain the importance of performance appraisal in human resource management. Briefly discuss the various methods of performance appraisal.

(2 × 15 = 30 marks)