

15U574

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Name.....

Reg. No.....

FIFTH SEMESTER B.Com. DEGREE EXAMINATION, OCTOBER 2017

(CUCBCSS-UG)

CC15U BC5 B09 - HUMAN RESOURCE MANAGEMENT

(Core Course)

(2015 Admission Regular)

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. Who introduced the concept of MBO
(a) Michel Porter (b) Prahlad
(c) Peter F Drucker (d) Edwin B Flippo
2. Which one of the following is not an operating function of Human Resources Management?
(a) Procurement (b) Training
(c) Development (d) Controlling
3. The training provided to existing employees to enable them to occupy higher posts.
(a) Refresher Training (b) Safety Training
(c) Remedial Training (d) Promotional Training
4. The year in which the Minimum Wages Act passed.
(a) 1936 (b) 1948
(c) 1947 (d) 1976
5. The process of studying and collecting information relating to the operation and responsibilities of a specific job.
(a) Job description (b) Job analysis
(c) Job evaluation (d) Job specification

B. Fill in the blanks:

6. An employee may be rated high or low on the basis of general impression is known as _____.
7. _____ plan is a simple combination of time and piece rate system.
8. _____ is a condition that arises when an employee fails to come to work when he is scheduled to work.
9. Understudy is also known as _____.
10. A dispute or disagreement about any terms and conditions of employment is called _____.

(10x1=10 marks)

Part II

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

11. Define Discipline.
12. What is Career Planning?
13. What is Fringe Benefit?
14. Enumerate any two objectives of Performance Appraisal.
15. What is Primary Compensation?
16. What is Mentoring?
17. State any two functions of HRM.
18. What is Role Play?
19. What is Induction?
20. What is Rowan Plan?

(8x2=16 marks)

Part III

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

21. What is Hot Stove Rule? Explain its significance.
22. Briefly explain the steps in Career Development.
23. What are the essential features of a good Compensation Management?
24. Explain the different types of Group Incentive System.
25. Briefly explain the significance of Job Analysis.
26. Is training a necessity? Explain.
27. Differentiate between Training and Development.
28. Explain the characteristics of HRD.

(6x4=24 marks)

Part IV

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

29. "Human Resource Planning is a pre-requisite for effective management of Human Resource". Elucidate.
30. Define Performance Appraisal. Explain the methods of Performance Appraisal.
31. What is Executive Development? Explain the techniques of Executive Development.

(2x15=30 marks)
