

**16U574**

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Name: .....

Reg. No.....

**FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2018**

(CUCBCSS-UG)

**CC15U BC5 B09 / CC16U BC5 B09 - HUMAN RESOURCE MANAGEMENT**

(Commerce - Core Course)

(2015 Admission onwards)

Time: Three Hours

Maximum: 80 Marks

**Part A**

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

A. Choose the correct answer

1. Name the process of integrating HR strategies with overall business strategies.  
a) HRD                      b) SHRM                      c) PM                      d) HRP
2. The process of arranging duties and responsibilities relating to a job is called:  
a) Division of work    b) Job specification    c) Job design              d) job analysis
3. Which of the following is not a simulation training technique?  
a) Role playing              b) case study              c) conference              d) In-basket method
4. Expand BARS.  
a) Behavioural Analytical Rating Scale.    b) Balanced Analytical Ranking Scale  
c) Behavioural Anchored Rating Scales    d) none of these
5. Name an Indian HRD expert.  
a) C.K. Prahlad              b) T.V. Rao              c) Prasanna Chandra    d) M.Y. Khan

B. Fill in the blanks:

6. ----- type of training is provided to new entrants or employees.
7. ----- method is also known as attachment method.
8. ----- is the first main operative function of HRM.
9. ----- is the permanent termination of employee's services for economic reasons.
10. ----- method of performance appraisal is based on actual job behavior.

**(10 x 1 = 10 Marks)**

**Part B**

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

11. What do you mean by HRD?
12. What is career planning?
13. Define executive development.

14. What do you mean by fringe benefits?
15. What is mentoring?
16. Differentiate between promotional training and remedial training.
17. What is job rotation?
18. What do you mean by “grievance”?
19. Differentiate between job description and job specification.
20. What do you mean by human resource accounting method?

**(8 x 2 = 16 Marks)**

### **Part C**

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

21. “Career development is like going through a staircase”. Elucidate.
22. Is training mandatory? Why?
23. Discuss the role of HR manager in grievance handling.
24. What are the steps involved in interview process?
25. Critically evaluate incentive wage schemes.
26. What are the essential requirements for an effective disciplinary system?
27. A company is seriously affected by frequent employee absenteeism. As an HR expert, What are your suggestions to control this problem?
28. Which are the ideal sources of recruitment for a newly started I.T firm? Give any four Sources and justify.

**(6 x 4 = 24 Marks)**

### **Part D**

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

29. “Personnel management and human resource management are two terms referring identical concept”. Elucidate.
30. “Effectiveness of performance appraisal is always tampered by certain limitations and Problems associated with it” Discuss.
31. You are appointed as a HR manager in a match box manufacturing company. The Company was considering time wage system and piece wage system for their employees.  
How will you convince the management to choose a suitable wage system? Which System will you advice? Give reasons.

**(2 x 15 = 30 Marks)**

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