

19U333

(Pages: 2)

Name:

Reg.No:

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2020

(CBCSS - UG)

CC19U BCM3 C03 - HUMAN RESOURCE MANAGEMENT

(Commerce - Complementary Course)

(2019 Admission - Regular)

Time : 2.5 Hours

Maximum : 80 Marks

Credit : 4

Part A (Short answer questions)

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

1. What is 'Humanitarian' concept in evolution of HRM?
2. What is Competitive advantage?
3. What are the steps in planning process?
4. List out any two external sources of recruitment.
5. What do you mean by selection?
6. What do you mean by depth interview?
7. List out any two objectives of Induction.
8. Explain any two objectives of internal mobility of labour.
9. What do you mean by Lay off?
10. What is apprenticeship training?
11. What do you mean by 360 degree appraisal?
12. What is career?
13. What is Merrick's differential system?
14. What are the two approaches of discipline?
15. What is called as a 'RED HOT STOVE RULE'?

(Ceiling: 25 Marks)

Part B (Paragraph questions)

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

16. State the differences between HRM and Personnel Management.
17. Describe the methods of manpower forecasting.
18. What are the limitations of job evaluation?
19. Explain the need and objectives of transfer.
20. Explain the reasons for demotion.
21. Define HRD. What are its features.
22. Explain the process involved in career development.
23. Briefly explain the various factors affecting wage system.

(Ceiling: 35 Marks)

Part C (Essay questions)

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

24. Discuss the individual , organisational and social objectives of HRM
25. What are the different methods of interviews that are conducted for the selection of employees?
26. Describe the advantages and disadvantages of performance appraisal?
27. What do you mean by LPM? Explain the methods of labour participation.

(2 × 10 = 20 Marks)
