

18U459

(Pages: 2)

Name:

Reg. No.....

FOURTH SEMESTER B.Com. PROFESSIONAL. DEGREE EXAMINATION, APRIL 2020

(CUCBCSS-UG)

(Regular/Supplementary/Improvement)

CC17U BCP4 B17 - HUMAN RESOURCE MANAGEMENT

(B.Com. Professional - Core Course)

(2017 Admission onwards)

Time: Three Hours

Maximum: 80 Marks

Part I

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

1. The actual achievements compared with the objectives of the job is
 - (a) Job performance
 - (b) Job evaluation
 - (c) Job description
 - (d) None of the above
2. The following is (are) concerned with developing a pool of candidates in line with the human resources plan.
 - (a) Development
 - (b) Training
 - (c) Recruitment
 - (d) All of the above
3. Majority of the disputes in industries is (are) related to the problem of
 - (a) Wages
 - (b) Salaries
 - (c) Benefits
 - (d) All of the above
4. ----- refers to the process of studying and collecting information relating to the operations and responsibilities of a specific job.
 - (a) Job description
 - (b) Job specification
 - (c) Job analysis
 - (d) None of the above
5. ----- refers to the lowering down of the salary, status and responsibility of an employee.
 - (a) Promotion
 - (b) Transfer
 - (c) Detachment
 - (d) Demotion
6. ----- does not imply any ascending or descending change in the status or responsibility of an employee.
7. ----- is also termed as Performance appraisal or Employee appraisal
8. The process by which one selects career goals and the path to these goals is called as -----
9. ----- is also called Wage and Salary administration.
10. The act of increasing the knowledge and skill of an employee for doing a particular job is known as -----

(10 x 1 = 10 Marks)

Part II (Short Answer Questions)

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

11. What do you mean by strategic HRM?

12. Write any four objectives of Human resources planning.
13. Define Job description.
14. What is selection?
15. Define Induction.
16. What is Job Instruction Training?
17. What do you mean by demotion?
18. Write any four uses of performance appraisal.
19. What are fringe benefits?
20. Briefly explain Human resources Accounting.

(8 x 2 = 16 Marks)

Part III (Short Essays)

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

21. What are the uses of Job analysis?
22. Explain the internal sources of recruitment.
23. Explain the wage and salary administration process.
24. What is the importance of grievance handling?
25. What are the elements of a good induction programme?
26. What are the benefits of HR planning?
27. What are the methods of Job evaluation?
28. Explain the HR challenges in recruitment.

(6 x 4 = 24 Marks)

Part IV (Long Essays)

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

29. "Grievances should not be allowed to accumulate because it will give rise to further grievances". Do you agree? If yes, state your reasons. Also, explain how grievances can be identified and handled.
30. Training is said to be the organised procedure to enhance the skill and knowledge of an employee for a specific purpose. Therefore, state the methods through which the skill and knowledge of an employee can be enhanced by the organisation.
31. While designing promotion policy, there is always a problem before the management as to what should be the criterion for promotion! As a HR manager what would be your criteria for promotion? Explain the reason for the same by critically evaluating the pros and cons of the various criteria's for promotion.

(2 x 15 = 30 Marks)
