

21U330

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Name: .....

Reg.No: .....

**THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2022**

(CBCSS - UG)

(Regular/Supplementary/Improvement)

**CC19U BCM3 C03 - HUMAN RESOURCE MANAGEMENT**

(Commerce Finance / Taxation - Complementary Course)

(2019 Admission onwards)

Time : 2.5 Hours

Maximum : 80 Marks

Credit : 4

**Part A** (Short answer questions)

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

1. Define HRM.
2. What are the societal objectives of HRM?
3. State any two quantitative methods of job evaluation.
4. Define recruitment.
5. Define selection.
6. What do you mean by depth interview?
7. Explain Promotion policy.
8. What do you mean by separation?
9. Explain any two features of HRD.
10. Differentiate between role playing and case study method.
11. What is MBO?
12. Define career mapping?
13. Difference between internal equity and external equity.
14. What are the different methods under time wage system?
15. What is the meaning of employee grievance?

**(Ceiling: 25 Marks)**

**Part B** (Paragraph questions)

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

16. What are the characteristics of Personnel Management?

17. State the objectives of Human resource planning.
18. Explain the features and objectives of HR policy.
19. What are the objectives of induction?
20. Explain the need and objectives of transfer.
21. Explain the effects of labour turnover.
22. What are the key factors involved in performance appraisal?
23. Explain the levels of participation.

**(Ceiling: 35 Marks)**

**Part C (Essay questions)**

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

24. Discuss the evolution of the concept of HRM. Also explain the different approaches to HRM.
25. Describe job evaluation. What are the different methods of job evaluation?
26. What are the advantages and disadvantages of career planning?
27. What are the acts of Misconduct? Explain the different types of Punishments.

**(2 × 10 = 20 Marks)**

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