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(Pages: 2)

Name:

Reg. No:

FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2023

(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 1 mark.

1. _____ combines the benefits of critical incidents and graphic rating scales by anchoring a scale with specific behavioral examples of good or poor performance.
a) Behaviorally Anchored scale b) Management By objectives
c) Assessment Center d) Human Resource Accounting
2. _____ is a detailed and systematic study of jobs to know the nature and characteristics of the people to be employed on various jobs.
a) Job Enrichment b) Job Analysis c) Job Design d) Job Description
3. _____ refers to the lowering down of the status, salary and responsibilities of an employee.
a) Promotion b) Demotion c) Separation d) Transfer
4. _____ means employing a competent and experienced person already working with another reputed company in the same or different industry.
a) Proaching b) Labour Contactors c) Trade Union d) Data Bank
5. _____ is designed to collect information on all aspects of a job which have bearing on employee performance, absenteeism, turnover and job satisfaction.
a) E -Recruitment b) Realistic Job Preview
c) Outsourcing d) Job Compatibility Questionnaire
6. _____ is the welcoming process to make the new employee feel at home and generate in him a feeling of belongingness to the organization.
7. _____ is a feeling of discontentment or dissatisfaction or distress among the workers.
8. _____ is a tendency to evaluate a person on the basis of one trait of characteristic.
9. _____ is the immediate product of job analysis process.
10. _____ is oldest and commonly used method for training in industrial craft, trade and technical areas.

(10 × 1 = 10 Marks)

Part II (Short Answer Questions)

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

11. Define HRM.
12. What you mean by performance appraisal?
13. What is human resource planning?
14. Define Training.
15. Mention any four factors affecting human resource planning.
16. Write any two limitations of performance appraisal.
17. What you mean by placement?
18. What is stress interview?
19. What is career development?
20. What is dearness Allowance?

(8 × 2 = 16 Marks)

Part III (Long essays)

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

21. Explain the need and importance of training.
22. What are the features of human resource planning? Briefly explain.
23. Explain the on-the-job training methods.
24. Write a short note on human resource management.
25. Describe external source of recruitment.
26. Explain the qualities of HR Manager.
27. Describe external source of recruitment.
28. Explain the qualities of HR Manager.
29. Explain the causes of absenteeism.
30. What are the limitations of performance appraisal?

(6 × 4 = 24 Marks)

Part III (Long essays)

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

31. Explain the steps in systematic training plan.
32. Define HRM. Enumerate the emerging issues in HRM.
33. What you mean performance appraisal system? Explain the essentials of an effective performance appraisal system.

(2 × 15 = 30 Marks)
