

22U462

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Name:

Reg. No.....

FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2024

(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. is the negative process in human resource management.
a. Recruitment b. Placement c. Selection d. Training
2. is the process of identifying, attracting, interviewing, selecting, hiring and onboarding employees.
a. Recruitment b. Orientation c. Selection d. Placement
3. The act of sending someone (employees) away or firing them is called
a. Orientation b. Selection c. Retirement d. Dismissal
4. is the practice of moving employees between different tasks to promote experience and variety.
a. Job enrichment b. Job enlargement c. Job rotation d. Job evaluation
5. is the process of planning career choices, establishing career objectives and deciding on educational and developmental program.
a. Career planning b. Career development
c. Career choice d. Career objective formulation
6. The training conducted at the work place while the employee simultaneously working is called
7. The division of one's time and focus between working and family or leisure activities is known as
8. The reduction in rank or status due to poor performance is called
9. are the additional benefits offered to an employee, above the stated salary for the performance of a specific service.
10. Adding responsibilities for employees to enrich their work is called

(10 × 1 = 10 Marks)

Part II (Short answer questions)

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

11. Define HRM.
12. What is job specification?
13. What is man power planning?
14. What is induction?
15. Identify any two needs of training.
16. Differentiate between career planning and career development.
17. What is off the job training?
18. What do you mean by fringe benefits?
19. Write any two solutions to absenteeism at workplace.
20. Define recruitment.

(8 × 2 = 16 Marks)

Part III (Long essays)

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

21. Explain the importance of human resource management.
22. Explain the sources of recruitment.
23. What are the various methods of performance appraisal?
24. What are the factors influencing wage system?
25. What are the various components of employee remuneration?
26. Differentiate job description and job specification.
27. Explain the modern trends in recruitment.
28. Explain the different types of interviews.

(6 × 4 = 24 Marks)

Part IV (Long essays)

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

29. Explain the emerging issues in Human resource management.
30. What is training? Explain the objectives and types of training.
31. Explain the methods and uses of career planning. How is it different from career development?

(2 × 15 = 30 Marks)
