

23U462

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Name:

Reg. No.....

FOURTH SEMESTER B Com PROFESSIONAL. DEGREE EXAMINATION, APRIL 2025

(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 step in HRM after selecting the employee in an organization?
a. Recruitment b. Placement c. Selection d. Training
2. The process of providing additional responsibility to an employee is called:
a. Job evaluation b. Job specification c. Job enrichment d. Job rotation
3. The process of providing training away from the work place is called training.
a. On the job training b. Hands on training
c. Training during work d. Off the job training
4. Choose the odd one out:
a. Incentive b. Increment c. Bonus d. Termination
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 away from work place is called
7. is known as the similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, gender,
8. refers to any payment given by an employer to an employee during their period of employment.
9. is an official document which describes the duties, required knowledge, skills and abilities, and minimum qualifications of State jobs.
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. What is personnel management?
12. What is human resource management?
13. What do you mean by work force diversity?
14. What is internship training?
15. Define recruitment.
16. Define job rotation.
17. What is job enrichment?
18. What do you mean by dearness allowance?
19. What is compensation management?
20. Mention any two importance of human resource management.

(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. What are the essentials of a good discipline system?
23. Enumerate the needs and importance of performance appraisal.
24. Explain the contents in a job description. Provide an example.
25. Explain the process of executive development.
26. Explain the modern trends in recruitment.
27. What are the competencies of a HR manager?
28. What are the differences between job rotation and job enrichment?

(6 × 4 = 24 Marks)

Part IV (Long essays)

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

29. Explain the methods of performance appraisal
30. 'Training improves employee performance'. Do you agree? What are its types and mention its importance in detail?
31. Explain the process of human resource management.

(2 × 15 = 30 Marks)
