

15U345

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Name:

Reg. No.....

THIRD SEMESTER B.B.A. DEGREE EXAMINATION, NOVEMBER 2016

(CUCBCSS - UG)

CC15U BB3 B04 - HUMAN RESOURCE MANAGEMENT

(Core Course)

(2015 Admission)

Time: Three Hours

Maximum: 80 Marks

Part A

(Answer all questions. Each Question carries 1 Mark)

1. is the process of choosing the most suitable persons from all the applicants.
(a) Induction (b) Selection (c) Procurement (d) Recruitment
2. can be defined as downgrading an employee by reducing his salary, decrease his responsibility, authority and status.
(a) Transfer (b) Promotion (c) demotion (d) appraisal
3. appraisal is conducted in small units having only a few personnel
(a) formal (b) Informal (c) Initial (d) None of these
4. are casual emoluments
(a) perks (b) incentives (c) wages (d) salary
5. Bonus to workers falls under the category of
(a) wages (b) allowances (c) incentives (d) fringe benefits
6. Career planning is a process that can help people to plan their.....
7.plan is a simple combination of time and piece rate system.
8. Quality circle concept was originated in
9.is the process of allocating tasks among its members for achieving organisational objectives.
10. introduced the concept of MBO.

(10 × 1 = 10 Marks)

Part B

(Answer any eight questions. Each Question carries 2 Marks)

11. What is SHRM?
12. What is Job Rotation?
13. What is strategic planning?
14. What is Job enlargement?
15. What is separation?
16. Define Recruitment

(1)

17. What is Kaizen?
18. What is in depth interview?
19. What is MBO?
20. What is employee grievance?

(8 x 2 = 16 Marks)

Part C

(Answer any six questions. Each Question carries 4 Marks)

21. What are the objectives of HRM?
22. Explain the factors which effects recruitment process.
23. Explain the main contents of Job Description.
24. Explain the steps involved in the training process.
25. What do you mean by induction? Explain its objectives.
26. What are the different types of performance Appraisal?
27. Explain the different types of off the job training.
28. Explain the qualities of a personnel manager?

(6 x 4 = 24 Marks)

Part D

(Answer any two questions. Each question carries 15 Marks)

29. What is compensation management? What are its essential features?
30. Explain the steps involved in the employee selection process.
31. What is Grievance? What are its causes in an Organization?

(2 x 15 = 30 Marks)
