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Name: Reg. No.....

FIFTH SEMESTER B.Voc. DEGREE EXAMINATION, NOVEMBER 2021

(Regular/Supplementary/Improvement)

CC18U GEC5 HR14 - HUMAN RESOURCE MANAGEMENT

(Food Processing Technology – Common Course)

(2018 Admission onwards)

Time: Three Hours

Maximum: 80 Marks

Part A

Answer *all* questions. Each question carries 1 mark.

Choose the correct answer:

| 1. | Human resource management is oriented | | | |
|---------------------|--|-------------------|-------------------------|---------------------|
| | a) Employee | b) Employer | c) Goal | d) Legally |
| 2. | In HR functions of management, assisting managers is known as | | | |
| | a) Line manager | b) Staff manager | c) Supervisor | d) Director |
| 3. | HRM includes? | | | |
| | a) HR training | b) HR development | c) Industrial relations | d) All of the above |
| 4. | In an organization initiating career planning, the career path model would essentially | | | |
| | form the basis for | | | |
| | a) Placement b) Transfer c) Rotation d) All of the above | | | |
| 5. | Work participation in management means | | | |
| | a) Duty | | b) employee involver | nent |
| | c) security | | d) risk | |
| Fill in the blanks: | | | | |
| 6. | 6. A written summary of content and context of job is called | | | |

7. Promotion is a ----- source of Recruitment.

- 8. Group of employees joined to solve the production related issues is called ------
- 9. MBO stands -----
- 10. The rating of an employee high or low on the basis of general impression is ------

 $(10 \times 1 = 10 \text{ Marks})$

Part B

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

11. Define Human Resource Management

- 12. What is manpower planning?
- 13. What is promotion?

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- 14. What is career planning?
- 15. What is meant by grievance redressal?
- 16. What do you meant by vestibule training?
- 17. What is discipline?
- 18. What do you mean by BARS?
- 19. Explain Red Hot Stove Rule.
- 20. What is job specification?

 $(8 \times 2 = 16 \text{ Marks})$

Part C

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

- 21. Explain the various sources of recruitment?
- 22. Explain the objectives of compensation planning.
- 23. Write a short note on
 - a) Job specification
 - b) Job enlargement
 - c) Transfer
 - d) Induction
- 24. Explain the need and importance of training.
- 25. Differentiate traditional Vs strategic human resource management.
- 26. Explain the grievance redressal procedure
- 27. What are the essentials of a good discipline system?
- 28. Explain the evolution of the concept HRM

(6 × 4 = 24 Marks)

Part D

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

- 29. What is training? Explain different types of training
- 30. Explain the steps involved in the employee selection process
- 31. What is performance appraisal? Explain its methods and problems.
- 32. Explain the labour participation in management.

 $(2 \times 15 = 30 \text{ Marks})$