20U 4	417	(Pages: 2)		Name:	
		DD 0777 66703347		Reg. No	
FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2022 (CUCBCSS-UG)					
(Regular/Supplementary/improvement)					
CC17U BCP4 B17 - HUMAN RESOURCE MANAGEMENT					
	(I	3.Com. Professional - (2017 Admission o	ŕ		
Time:	Three Hours	(2017 Admission o	niwaius)	Maximum: 80 Marks	
	Answer	PART I all questions. Each qu		1 mark.	
1.	1. HRM considers people in an organization as				
	(a) Employees	(b) Resources	(c) Product	(d) None of these	
2.	` ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '	ng is an operative func	` '	` '	
	(a) HR Planning		(b) HR Cont		
	(c) Decision making			ent and Selection	
3.	The process of changing employees from one job to another is called:				
	(a) Job Rotation	(b) Job Enlargement	(c) Job Desig	gn (d) Job Evaluation	
4.	Undermetho	od, the trainees are assi	igned roles un	der hypothetical situations	
	(a) Case Study	(b) Role Playing	(c) Vestibule	(d) Simulation	
5.	Bonus to workers fall	workers falls under the category of			
	(a) Wages	(b) Allowances	(c) Incentive	s (d) Fringe Benefits	
6.	is the assignment of job to a newly selected employee.				
7.	plan is also k	plan is also known as 50-50bonus sharing plan.			
8.	is the first stage in career planning.				
9.	In 360 Degree evaluation the employee is rated by				
10.	10 refers to building relationship with subordinates by an employer.				
				$(10 \times 1 = 10 \text{ Marks})$	
PART II					
Answer any <i>eight</i> questions. Each question carries 2 marks.					
	Define Human Resou				
	What is participative				
13.	What is employee gri	evance?			

14. Define Discipline.

15. What are Fringe benefits?

- 16. What is manpower forecasting?
- 17. What is "Red Hot Stove Rule"
- 18. What are the objectives of interview?
- 19. What is job description?
- 20. What is meant by career mapping?

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

PART III

Answer any six questions. Each question carries 4 marks.

- 21. What are the objectives of HR planning?
- 22. State the differences between Personnel Management and HRM.
- 23. What is job analysis? Explain the process of Job analysis.
- 24. Examine the importance of Human Resource Development.
- 25. What are the essential features of a good wage plan?
- 26. Explain the steps involved in a selection process.
- 27. Explain various types of employee separation.
- 28. Explain Time Rate System of wage payment. State its merits and demerits.

 $(6 \times 4 = 24 \text{ Marks})$

PART IV

Answer any two questions. Each question carries 15 marks.

- 29. What is recruitment? Explain various source of recruitment.
- 30. What is training? Briefly explain various methods of training.
- 31. Briefly explain the various methods of performance evaluation.

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