

23U333

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Name:

Reg.No:

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2024

(CBCSS - UG)

(Regular/Supplementary/Improvement)

CC19U BCM3 C03 - HUMAN RESOURCE MANAGEMENT

(Commerce: Finance / Taxation - Complementary Course)

(2019 Admission onwards)

Time : 2.5 Hours

Maximum : 80 Marks

Credit : 4

Part A (Short answer questions)

Answer *all* questions. Each question carries 2 marks.

1. What are the personnel objectives of HRM?
2. What is 'Welfare concept' in evolution of HRM?
3. State any two factors affecting HR planning.
4. What do you mean by General budgeting Approach under manpower forecasting?
5. What are the disadvantages of factor comparison method?
6. What are the advantages of external sources of recruitment?
7. What do you mean by employment tests?
8. What do you mean by manpower consultants?
9. Explain feedback induction.
10. Explain punishment transfer.
11. What are the purpose of Promotion?
12. What do you mean by seperation?
13. What is vestibule training?
14. What is 'SWOT' with regard to career planning?
15. What is Halsey plan?

(Ceiling: 25 Marks)

Part B (Paragraph questions)

Answer *all* questions. Each question carries 5 marks.

16. Explain the importance of HRM for the organisation, society and employees.
17. 'HRM is the modern concept of Personnel Management'. Explain.

18. What do you mean by job analysis . What are the objectives?
19. What are the process involved in performance appraisal?
20. Explain the advantages and disadvantages of MBO.
21. Narrate the procedures for handling grievances.
22. Explain the causes of absenteeism.
23. What are the feates of WPM?

(Ceiling: 35 Marks)

Part C (Essay questions)

Answer any *two* questions. Each question carries 10 marks.

24. Define competitive advantage. How can HRM achieve competitive advantage? Discuss.
25. Selection is a Negative Process. Explain with necessary examples.
26. Explain labour turnover. What are the avoidable and unavoidable causes of labour turnover?
27. What are the various factors affecting wage and salary administration?

(2 × 10 = 20 Marks)
