

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2025

(CBCSS - UG)

CC19UBCM3C03 - HUMAN RESOURCES MANAGEMENT

(Commerce - Complementary Course)

(2019 to 2023 Admissions - Supplementary/Improvement)

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 societal objectives of HRM?
2. What is behavioral approach in HRM?
3. What is personnel management?
4. State any two factors affecting HR planning.
5. What do you mean by trend projection method?
6. What do you mean by job comparison method?
7. What are the internal sources of manpower planning?
8. State any two difference between recruitment and selection.
9. What do you mean by poaching/ raiding?
10. Distinguish between Promotion and Demotion.
11. Explain any two demerits of separation.
12. Define Human resource development.
13. What is employee productivity?
14. What is wage policy?
15. What do you understand by Taylor's system?

(Ceiling: 25 Marks)**Part B (Paragraph questions)**Answer ***all*** questions. Each question carries 5 marks.

16. Examine the importance of HRM in an organisation.
17. Distinguish between HRM and SHRM.

18. What are the stages in induction process?
19. Explain the types of promotion.
20. Describe the various approaches of training.
21. What are the various problems faced by performance appraisal?
22. Explain the causes of absenteeism?
23. Explain the procedure for disciplinary action?

(Ceiling: 35 Marks)

Part C (Essay questions)

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

24. What is job analysis? Explain the process of Job analysis
25. Explain various factors affecting recruitment.
26. Explain the career planning process?
27. Explain the grievance redressal mechanism?

($2 \times 10 = 20$ Marks)
