

17U547A

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Name.....

Reg. No.....

FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2019

(Supplementary/Improvement)

(CUCBCSS-UG)

CC15U BC5 B09/CC16U BC5 B09 - HUMAN RESEARCH MANAGEMENT

(Core Course)

(2015 & 2016 Admissions)

Time: Three Hours

Maximum: 80 Marks

Part – I

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

A. Choose the correct answer from the choices given:

1. ----- is a systematic process of searching the required qualified personnel and stimulates them to apply for jobs in the establishment.
(a) Recruitment (b) Selection (c) Placement (d) None of these
2. ----- means the shifting of an employee from one job to another without any change in the nature of job.
(a) Job Specification (b) Job Rotation (c) Job Enlargement (d) Job Design
3. ----- means acquiring adequate number of employees for performing various business tasks.
(a) Procurement (b) Acquisition (c) Planning (d) None of these
4. This type of training is conducted by the organisation within the premises or by external agencies.
(a) Off the job training (b) On the job training
(c) Remedial training (d) None
5. Which method is a combination of graphic rating scales and critical incidents method?
(a) BARS (b) MBO
(c) Paired comparison (d) None of these

B. Fill in the blanks:

6. ----- are casual emoluments.
7. ----- is any dissatisfaction or feeling of injustice in connection with one's employment situation that is brought to the attention of management.
8. An employee may be rated high or low on the basis of general impression. It is known as -----
9. ----- method is a simulation training technique.
10. ----- means permanent termination of an employee's services for economic reasons.

(10 x 1 = 10 marks)

Part – II

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

11. What is human resource planning?
12. What do you mean by poaching/ raiding?
13. Define job description.
14. What is a T group?
15. What is understudy?
16. What is mentoring?
17. What is merit rating?
18. What are fringe benefits?
19. What is supplementary compensation?
20. Mention any two methods of WIPM.

(8 x 2 = 16 Marks)

Part – III

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

21. Explain the qualities of a personnel manager.
22. Write the different types of manpower forecasting techniques used by business.
23. What do you mean by induction? Explain its objectives.
24. What are the fundamental principles of a good grievance procedure?
25. What are the characteristics of executive development?
26. What are the defects of check list method?
27. The three step planning process is known as GET. Explain GET.
28. What are the important factors influencing wage system?

(6 x 4 = 24 Marks)

Part – IV

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

29. How the requirements of manpower are determined in a large organisation? Discuss the sources from which labour can be obtained.
30. Explain in brief the methods of performance appraisal. What are the weaknesses of these methods?
31. What do you mean by compensation management? What are the important methods of wage payments?

(2 x 15 = 30 Marks)
