

17U360

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Name:

Reg. No.....

THIRD SEMESTER B.B.A. DEGREE EXAMINATION, NOVEMBER 2018

(CUCBCSS - UG)

CC15U BB3 B04 - HUMAN RESOURCE MANAGEMENT

(Core Course)

(2015 Admission onwards)

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. Which of the following is an operative function of HR Manager?
a) Planning b) Organizing c) Procurement d) Controlling
2. In a 360 degree evaluation, the employee is rated by
a) Superior b) Fellow workers c) Customers d) All of these
3. Which among the following is a simple form of penalty for indiscipline?
a) Transfer b) Warning c) Suspension d) Dismissal
4. The result of job analysis is written in a statement known as:
a) Job evaluation b) Job description c) Job specification d) none of these
5. Quality circle concept was originated in
a) USA b) China c) India d) Japan

(B) Fill in the Blanks

6. is a detailed and systematic study of jobs to know the nature and characteristics of the people to be employed in different kinds of job.
7. A dispute or disagreement about any terms and conditions of employment is called
8. is the process of searching for prospective employee and stimulating them to apply for more jobs in the organization.
9. is the process of evaluating an employee's performance of a job in terms of its requirements.
10. In wage payment system, an employee is paid according to output.

(10 x 1 = 10 Marks)

Part II

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

11. Define HRM.
12. What is Job analysis?
13. What is outsourcing?
14. What is 360 degree performance appraisal?
15. What do you understand by Induction?
16. What is BARS?
17. What do you mean by compensation management?
18. What is carrier planning?
19. What is vestibule training?
20. Define Recruitment.

(8 x 2 = 16 Marks)

Part III

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

21. Explain the significance of Red Hot Stove rule.
22. What are the important functions of HRM?
23. What are the objectives of Training?
24. What are the components of compensation?
25. Write a short note on the importance of career planning and development.
26. Define Job specification? How is it different from job description?
27. What are the steps in selection process?
28. What is meant by transfer? What are its various kinds?

(6 x 4 = 24 Marks)

Part IV

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

29. What do you mean by training? Briefly explain the general methods of training?
30. What are the factors affecting recruitment? Discuss the various sources of recruitment.
31. What is performance appraisal? Discuss the various methods of performance appraisal.

(2 x 15 = 30 Marks)
