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Name: .....

Reg.No: .....

**THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2021**

(CBCSS - UG)

(Regular/Supplementary/Improvement)

**CC19U BCM3 C03 - HUMAN RESOURCE MANAGEMENT**

(Commerce - 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 is HRM?
2. What is behavioral approach in HRM?
3. What are the objectives of Human Resource Planning?
4. State any two advantages of point method.
5. What do you mean by selection?
6. What do you mean by walk in interview?
7. Explain any two requirements of a good induction programme.
8. What do you mean by Rotation transfer?
9. What do you mean by seperation?
10. Explain any two causes of labour turnover
11. What do you mean by transporency with regard to performance appraisal?
12. State any 2 advantages of career development?
13. What is DA?

14. State few examples for monetary incentives?
15. What are the 2 approaches of discipline?

**(Ceiling: 25 Marks)**

**Part B** (Paragraph questions)

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

16. Explain the scope of HRM.
17. Describe the methods of manpower forecasting.
18. What are the recent Trends in Recruitment?
19. What are the objectives of internal mobility of labour?
20. Explain the types of promotion.
21. What are the important elements of training environment?
22. Explain the objectives of performance appraisal?
23. What are the important causes of employee grievance?

**(Ceiling: 35 Marks)**

**Part C** (Essay questions)

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

24. Define Personnel Management and distinguish between Personnel Management and Human Resource Management.
25. What is job analysis? Explain the process of Job analysis
26. What are the advantages and disadvantages of career planning?
27. What are the different types of Disciplining employees? According to you what will be the apt method to Discipline employees?

**(2 × 10 = 20 Marks)**

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