

**19U417**

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Name: .....

Reg. No.....

**FOURTH SEMESTER B.Com. PROFESSIONAL. DEGREE EXAMINATION, APRIL 2021**

(CUCBCSS-UG)

(Regular/Supplementary/Improvement)

**CC17U BCP4 B17 - HUMAN RESOURCE MANAGEMENT**

(Core Course)

(2017 Admission onwards)

Time: Three Hours

Maximum: 80 Marks

**PART I**

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

1. The integration of HR strategies with overall business strategies are called
  - a. SHRM
  - b. HRM
  - c. Personnel Management
  - d. Industrial relation
2. The process of estimating manpower requirement is called
  - a. HRM
  - b. HR Planning
  - c. HR Policy
  - d. HR Control
3. Selection is the process of
  - a. Sourcing manpower
  - b. Choosing candidate
  - c. Interviewing candidate
  - d. Job assignment
4. The process of assigning job to a new employee is called
  - a. Induction
  - b. Placement
  - c. Training
  - d. Development
5. 360-degree appraisal of an employee is done by
  - a. Supervisor
  - b. fellow workers
  - c. Customer
  - d. all of the above.
6. HRM functions includes managerial functions and \_\_\_\_\_ functions.
7. The process of rating a job based on its functions, duties and responsibilities is called \_\_\_\_\_
8. \_\_\_\_\_ tests are conducted to measure the candidates ability to apply particular skills.
9. \_\_\_\_\_ is the process of enhancing the knowledge, skill and ability of the employees.
10. \_\_\_\_\_ is the independent assessment of the employee at work place

**(10 × 1 = 10 Marks)**

**PART II (Short Answer Questions)**

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

11. What is MBO?
12. Define selection.
13. What is demotion?
14. What is Job rotation?
15. What is employee grievance?
16. What is participative management?
17. What are fringe benefits?
18. What is vestibule training?
19. What is campus recruitment?
20. What is job description?

**(8 × 2 = 16 Marks)**

**PART III (Short Essay Questions)**

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

21. What are the objectives of Career Planning?
22. What are the external sources of recruitment?
23. What are the different types of transfers?
24. What are the advantages of labour participation in management?
25. What are the objectives of compensation management?
26. Distinguish between Induction and Placement.
27. What are the methods used for manpower forecasting?
28. Distinguish between Job description and Job specification.

**(6 × 4 = 24 Marks)**

**PART IV (Long Essays)**

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

29. What is performance appraisal? What are the different methods of performance appraisal?
30. Explain in detail the different methods of employee training.
31. Discuss the different methods in selection of employees.

**(2 × 15 = 30 Marks)**

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