

22U331

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Name:

Reg.No:

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2023

(CBCSS - UG)

(Regular/Supplementary/Improvement)

CC19U BCM3 C03 / CC20U BCM3 C03 - HUMAN RESOURCE MANAGEMENT

(Commerce: Finance / Taxation - 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. State any two importance of HRM.
2. What is 'Behavioural Human Resource' concept in evolution of HRM?
3. What do you mean by job design?
4. Explain any two internal factors affecting recruitment.
5. What do you mean by recruitment policy?
6. What is aptitude test?
7. How important is placement to an organisation?
8. What is Involuntary separation?
9. What are the effects of labour turnover?
10. What do you mean by on the job training?
11. What is employee appraisal?
12. What are the different ways of career guidance?
13. Define internal equity.
14. What is grievance redressal machinery?
15. Define co-partnership.

(Ceiling: 25 Marks)

Part B (Paragraph questions)

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

16. State the differences between HRM and Personnel Management.

17. Distinguish between job description and job specification.
18. Explain the methods of job analysis.
19. What are the types of Transfer?
20. What is promotion and what are types of promotion?
21. Explain the objectives of Human Resource development.
22. Explain the modern methods of performance appraisal.
23. Explain the monetary and non monetary incentives available to the employees.

(Ceiling: 35 Marks)

Part C (Essay questions)

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

24. Discuss the individual, organisational and social objectives of HRM.
25. Define HR planning. Discuss its importance in HRM.
26. What are the advantages and disadvantages of career planning?
27. What do you mean by LPM? Explain the methods of labour participation.

(2 × 10 = 20 Marks)
