

B.Com., (CBCS) DEGREE EXAMINATION, APRIL 2021

THIRD SEMESTER

COMMERCE - MAIN

HUMAN RESOURCE MANAGEMENT

(for those who joined in July 2017 onwards)

Time: Three hours

Maximum : 75 marks

PART - A (10X1=10 marks)

Answer all the Questions Choose the Correct answer

1. Human resource management is a
 - a) Management process b) Organisational process c) Work force Management
 - d) None of these
2. The skill and capability of employees lead to
 - a) Commitment b) Hard work c) Performance d) None of these
3. Human resource planning eliminates the risk of
 - a) Surplus manpower b) Deficit manpower c) Both a & b d) None of these
4. Human resource management ultimately aim at
 - a) Recruitment & Selection b) Training & Development c) Right men for right job
 - d) All of these
5. The process of finding suitable candidates to job is
 - a) Selection b) Recruitment c) Both a & b d) None of these
6. The selection of candidates for job from within the existing employees is
 - a) Internal source b) External source c) Government source d) None of these
7. Imparting skill and knowledge to a person is called
 - a) Training b) Development c) Skill development d) All of these
8. The all round progress of executives is aimed through
 - a) Training b) Development c) Skill development d) All of these
9. Payment made to employee usually at the end of the day's work is
 - a) Wage b) Compensation c) Salary d) None of these
10. Payment of remuneration is in accordance with the
 - a) Company's policy b) Job requirements c) Government guidance d) All of these

Part B (5 x 5 = 25 Marks) Answer all Questions, Choosing either (a) or (b), Each answer should not exceed 250 words

11.a) Write on the characteristics of HRM.

Or

b) Describe the qualities of HR manager.

12.a) Write the importance of Human resource planning.

Or

b) What are the limitations of HR planning?

13.a) Explain various sources of internal recruitments.

Or

b) What is Test? State its various kinds.

14.a) Explain the process of training.

Or

b) Write on the need for promotion.

15.a) What are the objectives of wage and salary administration?

Or

b) What are the merits of incentives?

Part C (5 x 8 = 40 Marks)

Answer all Questions, Choosing either (a) or (b), Each answer should not exceed 600 words

16. a) Explain the functions of Human resource management.

Or

b) Bringout the importance of Human Resource Management.

17. Lay the chart and explain the various factors influencing Human Resource Plan.

Or

b) What are the merits and demerits of job evaluation?

18. a) Explain various sources of external recruitments.

Or

b) What are the various methods of performance appraisal?

19. a) Discuss the various methods of training followed in organizations.

Or

b) Explain various causes of indiscipline in the organization.

20.a) What are the objectives of labour welfare in organizations?

Or

b)Bring-out the meaning and features of labour welfare in organsiations.
