

(Pages : 2)

Name.....

Reg. No.....

FINAL YEAR B.Com. DEGREE EXAMINATION, MARCH 2010

Part III—Commerce

HUMAN RESOURCE MANAGEMENT

(2004 and earlier admissions)

Maximum : 80 Marks

Time : Three Hours

Part A

*Answer any ten questions.
Each question carries 1 mark.
Answer in one or two lines each.*

1. What is HRM ?
2. What is Job Enrichment ?
3. Define the term Motivation.
4. What is Recruitment ?
5. Write any two traditional methods of performance appraisal.
6. What is Payment by Results ?
7. What is HRIS ?
8. What is conflict management ?
9. Define Industrial Accident ?
10. What is the need of Safety Education ?
11. What is Induction ?
12. What is Social Insurance ?

(10 × 1 = 10 marks)

Part B

*Answer any ten questions in not exceeding one page.
Each question carries 4 marks.*

13. What are the objective of HRM ?
14. Explain the advantages of Groups in an organisation.
15. Briefly explain the salient features of Maslow's Need Hierarchy Theory of Motivation.

Turn over

16. Point out the different leadership styles and pattern followed in business concerns.
17. Write a short note on the external sources of recruitment.
18. Briefly narrate the importance of employee training.
19. Discuss the steps followed by an organisation while developing a performance Appraisal System.
20. What are the main features of a good incentive system ?
21. Point out the advantages of a good Human Resources Accounting System in an organisation.
22. Explain the factors influencing organisational culture of a business concern.
23. Discuss the important industrial safety programmes followed in industrial establishments.
24. Write a note on Social Security measures in India.

(10 × 4 = 40 marks)

Part C

Answer any two questions.

Each question carries 15 marks.

Each question not to exceed four pages.

25. What is selection ? Explain the steps involved in a standard selection process.
26. Define Social Security. Discuss the important social security legislations in India.
27. What is meant by communication ? Explain the principles of a good communication system in an industrial concern.

(2 × 15 = 30 marks)