

FIFTH SEMESTER B.Com. DEGREE EXAMINATION OCTOBER 2012

(CCSS)

Commerce

BC 5D 02—HUMAN RESOURCE MANAGEMENT

(2010 admissions)

Time : Three Hours

Maximum : 30 Weightage

I. Answer all twelve questions :

Choose the correct answer:

- 1 _____ is the process of choosing the most suitable candidates from all the applicants.

(a) Recruitment.	(b) Selection.
(c) Placement.	(d) Induction.
- 2 _____ training is given to new entrants.

(a) Refresher.	(b) Cross.
(c) Orientation.	(d) None of these.
- 3 _____ is a modern appraisal technique.

(a) 360 degree.	(b) Ranking.
(c) Graphical.	(d) None of these.
- 4 _____ management is concerned with people's dimension in organisation.

(a) Business.	(b) Personnel.
(c) Financial.	(d) None of these.

Fill in the blanks :

- 5 _____ training is meant for existing workers.
- 6 _____ means continuous improvement to generate value for customers.
- 7 Promotion is _____ source of recruitment.
- 8 Human capital consists of intellectual capital, social capital and _____.

Give one word :

- 9 The approach that considers employees as resources :
- 10 The act of inviting and stimulating candidates to apply for jobs in an organisation.
- 11 Name the technique that is used for evaluating jobs to determine wage rates.
- 12 Which method of wage payment is suitable when quality of work is more important ?

(12 × ¼ = 3 Weightage)

Turn over

II. Short Answer. Answer *all* questions. Each question carries a weightage of 1 :

- 13 What is manpower planning ?
- 14 What is EQ test ?
- 15 What is on-the-job training ?
- 16 What do you mean by employee grievance ?
- 17 Name the modern methods of performance appraisal.
- 18 What is meant by depth interview ?
- 19 What is promotion ?
- 20 Specify the components of employee remuneration.
- 21 What is job evaluation ?

(9 × 1 = 9 Weightage)

III. Short Essay. Answer any *five* questions. Each question carries a weightage of 2 :

- 22 Explain the role and responsibilities of a human resource manager.
- 23 Briefly explain the employee selection procedure.
- 24 What are the objectives of training ?
- 25 Explain the various methods of job evaluation.
- 26 What is interview ? What are the different types of interview ?
- 27 Briefly explain the Hot stove rule.
- 28 Explain the factors influencing wage system.

(5 × 2 = 10 Weightage)

IV. Answer any *two* questions. Each question carries a weightage of 4 :

- 29 What is recruitment ? Explain the various sources of recruitment.
- 30 What is performance appraisal ? Explain the various traditional methods of performance appraisal.
- 31 Describe the functions of human resource management.

(2 × 4 = 8 Weightage)