

FIFTH SEMESTER B.Com. DEGREE EXAMINATION NOVEMBER 2014

(UG-CCSS)

Open Course

BC 5D 02 - HUMAN RESOURCE MANAGEMENT

Time : Three Hours

Maximum : 30 Weightage

Part A*Answer all twelve questions.**Each question carries a weightage of 1.***I. Fill in the blanks :**

1. _____ is route to be followed in order to realise vision and overall purpose.
2. _____ should reinforce positive behaviour.
3. QWL stands for _____.
4. _____ makes progress in one's career through a series of right moves in the form of promotions.

II. Choose the correct answer from the brackets :

- | | |
|-------------------------|----------------------------|
| 5. Placement | (a) Training method. |
| 6. Vestibule | (b) Induction programme. |
| 7. 360 degree appraisal | (c) Method of work study. |
| 8. Motion study | (d) Performance appraisal. |

III. State True or False :

9. Human resource management is responsible for getting the best people, training and providing mechanism.
10. Counseling involves a one to one discussion between the participant and administrator.
11. Monitoring and Follow-up follows the distribution of questionnaires to all assessors.
12. Transfer is an external sources of recruitment.

(12 x ¼ = 3 weightage)

Part B*Answer the following in one or two sentences each.**Answer all questions.**Each question carries a weightage of 1.*

13. What is selection refers to?
14. Personnel management refers to what?

15. Define job description.
16. Employee transfer refers to what?
17. Define Development.
18. Vestibule training is a type of training, what is it?
19. What is demotion refers to?
20. Do you know lockout?
21. What is retrenchment refers to?

(9 × 1 = 9 weightage)

Part C (Short Essay or Paragraph Questions)

Answer any five questions.

Each question carries a weightage of 2.

22. What are the career stages?
23. How do you differentiate Personnel Management and Human Resource Management?
24. Illustrate factors affecting job design.
25. Describe major objectives of Human Resource Management.
26. Can you explain advantages of Human Resources Planning?
27. What do you mean by Job evaluation?
28. State objectives of workers participation in Management.

(5 × 2 = 10 weightage)

Part D (Essay Questions)

Answer any five questions.

Each question carries a weightage of 4.

29. Performance appraisal system methods – Elaborate.
30. How can you explain the process of job analysis?
31. Selection process has got various stages, explain these stages.

(2 × 4 = 8 weightage)