

(Pages : 4)

K – 3067

Reg. No. :

Name :

Fifth Semester B.A./B.Sc./B.Com. Degree Examination, February 2021

First Degree Programme under CBCSS

Economics

Open Course

EC 1551 : HUMAN RESOURCE MANAGEMENT

(2018 Admission – Regular)

Time : 3 Hours

Max. Marks : 80

SECTION – I

(Short Answer Type)

Answer in **one or two** sentences attempt **all** questions.

1. Incentives
2. Collective bargaining
3. HRD
4. Work participation rate
5. Recruitment
6. On the Job training
7. HR Planning

P.T.O.

8. Coordination
9. Organisational structure
10. Layoff

(10 × 1 = 10 Marks)

SECTION – II

(Short Answer)

Answer **any eight** questions not exceeding **one** paragraph. Each question carries **2** marks.

11. Explain the relevance of HRM.
12. Point out the important prerequisites of a good organisation structure?
13. Write a short note on the need for External recruitment.
14. What you meant by induction?
15. What is HR Gap?
16. Explain the concept of Human capital.
17. Bring out the emerging functions of HRM.
18. Explain the concepts of Selection and Placement.
19. What are the good qualities of a HR Manager?
20. Write a short note on Industrial Democracy.
21. Explain the concepts of Industrial relations and Industrial disputes.
22. What you meant by corporate excellence?
23. Distinguish between Promotion and Demotion.

24. Explain the need and benefits of Training.
25. What are the important advantages of Campus Recruitment?
26. What is Discharge or dismissal?

(8 × 2 = 16 Marks)

SECTION – III

(Short Essay)

Answer **any six** questions, not exceeding **120** words. Each question carries **4** marks.

27. Explain the various perspectives of HRM.
28. Briefly explain Traditional types of Organisation.
29. What are the important advantages of the Good industrial relationship?
30. Distinguish between Layoff and Retrenchment.
31. Write a short note on the Economic principle of 'labour theory of value'.
32. Explain the procedure of disciplinary action in a firm.
33. Explain the strategy of Worker's participation in HR management.
34. What are important steps involved in Selection process?
35. Explain the meaning and objectives of HR Planning.
36. Explain the concepts of Transfer, Layoffs and Compensation.
37. What are the causes for industrial disputes?
38. Briefly explain the role of HRM in Strategic Management.

(6 × 4 = 24 Marks)

SECTION – IV

(Long Essay)

Answer **any two** questions, not exceeding **four** pages. Each question carries **15** marks.

39. Explain the objectives and functions of Human Resource Management.
40. Define Training. What are the important methods of Training? Explain.
41. Describe the role of HRM in the current economic situation.
42. Explain the need and importance of HR planning at Macro level. What are the various factors influencing in HR planning?
43. Define Recruitment. What are the methods used for Recruitment process?
44. Explain the need for adaptive system for HRM.

(2 × 15 = 30 Marks)
