



K19U 0300

Reg. No. :

Name :

II Semester B.Com. Degree (CBCSS-Reg./Supple./Improv.)

Examination, April 2019

(2014 Admission Onwards)

CORE COURSE IN COMMERCE

2B04COM : Human Resource Management

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries $\frac{1}{2}$ marks.

1. The two products of job analysis are _____ and _____.
2. A group decision making technique in which members of the group never meet face to face is called _____.
3. The concept of MBO was introduced by _____.
4. _____ is the process of reducing the number of employees working in an organisation. **(4x $\frac{1}{2}$ =2)**

PART – B

Answer **any 4** questions. **Each** question carries **1** mark.

5. What do you mean by incentives ?
6. What is BARS ?

P.T.O.



7. What is the basic objective of human resources planning ?
8. What do you mean by performance appraisal ?
9. What are the sources of grievances ?
10. What do you mean by induction ?

(4×1=4)

PART – C

Answer **any 6** questions. **Each** question carries **3** marks.

11. What are the essentials of a good disciplinary system ?
12. What do you mean by job evaluation ?
13. Distinguish between recruitment and selection.
14. Describe the qualities required for a HRD Manager.
15. What are the causes of absenteeism ?
16. Explain MBO approach to Performance Appraisal.
17. Discuss the problems faced in manpower planning.
18. What are the two principal systems of wage payments ?

(6×3=18)

PART – D

Answer **any 2** questions. **Each** question carries **8** marks.

19. Describe the functions of human resource management.
 20. Describe the importance of job analysis.
 21. Explain various methods of training employees in an organization. (2×8=16)
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