

**FIFTH SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2017**

(CUCBCSS—UG)

**BCM 5B 09—HUMAN RESOURCE MANAGEMENT**

Time : Three Hours

Maximum : 80 Marks

**Part A****A. Fill in the blanks :**

- 1 \_\_\_\_\_ is a decision initiated by either the employee/employer due to long leave of absence, resignation etc.
- 2 \_\_\_\_\_ is a kind of interactive session in a formal meeting where the trainees are encouraged by the trainer to participate actively.
- 3 \_\_\_\_\_ is a kind of interview conducted for finding reasons for the employee's decision to part with the organisation.
- 4 Introduction of an employee to a new job is called \_\_\_\_\_.
- 5 \_\_\_\_\_ involves a vertical expansion of a job by adding more responsibilities and freedom to it.

**B. Multiple Choice :**

- 6 Tests which are especially designed to assess the presence of job specific skills in an individual.
  - (a) Interest tests.
  - (b) Aptitude tests.
  - (c) Personality tests.
  - (d) Employment tests.
- 7 Upward movement of an employee from the present position to another one with increased responsibilities is :
  - (a) Demotion.
  - (b) Transfer.
  - (c) Promotion.
  - (d) Placement.
- 8 A systematic method of performance appraisal where each employee is compared with all other employees in the group one at a time :
  - (a) Paired comparison method.
  - (b) Forced distribution method.
  - (c) Checklist method.
  - (d) Critical incident method.

**Turn over**

- 9 A deliberate attempt for an individual to become more aware of his or her skills, interest values opportunities, choices and consequences is :
- (a) Career development. (b) HR planning.  
(c) Career planning. (d) Man power planning.
- 10 Any discontent or dissatisfaction whether expressed or not arising out of anything connected with the company that an employee thinks, believes or even feels is unfair, unjust or inequitable.
- (a) Grievance. (b) Stress.  
(c) Conflict. (d) None of these.

(10 × 1 = 10 marks)

### Part B

*Answer any eight questions.*

*Each question carries 2 marks.*

- 11 What is job description ?  
12 What is simulation ?  
13 What is minimum wage ?  
14 What do you mean by promotion ?  
15 What is career planning ?  
16 What is compensation ?  
17 What is HRM ?  
18 What is an unstructured interview ?  
19 What are case studies ?  
20 What are casual applications ?

(8 × 2 = 16 marks)

### Part C

*Answer any six questions.*

*Each question carries 4 marks.*

- 21 What are the different types of interview in an organization ?  
22 What are the objectives of Human Resource Planning ?  
23 Which are the sources of recruitment ?

- 24 Explain the approaches to job evaluation.
- 25 Describe the objectives of compensation planning.
- 26 Describe the process of executive development.
- 27 What is the need and importance of training ?
- 28 Discuss the various stages in selection process.

(6 × 4 = 24 marks)

#### Part D

*Answer any two questions.  
Each question carries 15 marks.*

- 29 Discuss the scope and importance of HRM ?
- 30 Explain the techniques of training in organisation.
- 31 Explain the various methods of performance appraisal in an organization ?

(2 × 15 = 30 marks)