

D 111875

(Pages : 2)

Name.....

Reg. No.....

**THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION
NOVEMBER 2024**

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019—2023 Admissions)

Time : Two Hours and a Half

Maximum : 80 Marks

Part A

*Answer **all** the questions.
2 marks each. Max. 25 Marks.*

1. Define HRM.
2. What is Job description ?
3. Define Selection.
4. What is performance appraisal ?
5. What do you meant by career development ?
6. What is Time wage system ?
7. What is a complaint ?
8. What is Hot Stove Rule ?
9. What is fringe benefit ?
10. What are critical incidents method ?
11. What is competitive advantage ?
12. What is Labour participation in Management ?
13. What is sensitivity training ?
14. What is personnel management ?
15. What is preliminary interview ?

(15 × 2 = 30 Maximum ceiling 25 Marks)

Turn over

Part B

*Answer **all** the questions.
5 marks each. Max. 35 Marks.*

16. What are the steps in grievance redressal procedure ?
17. Discuss the role of Human resource manager.
18. Discuss the various sources of recruitment.
19. What are the important methods of job design ?
20. What are the objectives of induction ?
21. Write a note on training evaluation.
22. What are the objectives of performance appraisal ?
23. What are the advantages of career planning ?

(8 × 5 = 40 Maximum ceiling 35 Marks)

Part C

*Answer any **two** of the following.
10 marks each.*

24. What is Compensation ? Discuss the criteria for developing a good compensation system in an organisation.
25. Briefly explain the methods or techniques of performance appraisal.
26. What is Training ? What is the need for training ? Also discuss the importance of training in an organisation.
27. Define HRM. Discuss about the evolution of the concept of HRM.

(2 × 10 = 20 marks)

D 111875–A**(Pages : 4)****Name.....****Reg. No.....****THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION
NOVEMBER 2024****B.Com.****BCM 3C 03—HUMAN RESOURCE MANAGEMENT****(2019—2023 Admissions)****(Multiple Choice Questions for SDE Candidates)****Time : 15 Minutes****Total No. of Questions : 20****Maximum : 20 Marks****INSTRUCTIONS TO THE CANDIDATE**

1. This Question Paper carries Multiple Choice Questions from 1 to 20.
2. The candidate should check that the question paper supplied to him/her contains all the 20 questions in serial order.
3. Each question is provided with choices (A), (B), (C) and (D) having one correct answer. Choose the correct answer and enter it in the main answer-book.
4. The MCQ question paper will be supplied after the completion of the descriptive examination.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(Multiple Choice Questions for SDE Candidates)

1. In a wage system where employee is paid according to output is called :
 - (A) Time rate system.
 - (B) Piece rate system.
 - (C) Time cum bonus system.
 - (D) piece cum bonus rate system.
2. HRM involves :
 - (A) Employee training.
 - (B) Industrial relation.
 - (C) Remuneration.
 - (D) All of these.
3. Participation can be in the form of :
 - (A) Collective bargaining.
 - (B) Risk.
 - (C) Wages.
 - (D) Rating.
4. Need of association is a :
 - (A) Moral need.
 - (B) Social need.
 - (C) Problem.
 - (D) Conflict.
5. Under this approach every employee of an organization is considered as a human resource.
 - (A) Human resource.
 - (B) Human relation.
 - (C) Judicial.
 - (D) Group.
6. The code of Discipline was evolved at the Indian Labour Conference in _____.
 - (A) 1958.
 - (B) 1961.
 - (C) 1948.
 - (D) 1921.

7. _____ It is concerned with the determination of the number of personnel required in an organization.
- (A) Human resource planning. (B) Job analysis.
- (C) Motivation. (D) Human welfare.
8. _____ is a welcoming process through which the employee feels at home.
- (A) Recruitment. (B) Selection.
- (C) Appointment. (D) Induction.
9. Learning by observing and actually doing the job :
- (A) On the job training. (B) Off the job training.
- (C) In depth training. (D) Coaching.
10. Under this method certain categories of abilities are defined in advance such as excellent, very good, average, poor, very poor, outstanding etc.
- (A) Ranking method. (B) Grading method.
- (C) Paired comparison method. (D) Graphic rating scale.
11. The performance is judged in terms of costs and contribution of employees under :
- (A) Behavioral anchored rating scales.
- (B) Human resource accounting method.
- (C) MBO.
- (D) Assessment centers.
12. The formulation and implementation of policies and programmes related to wages, salary, and other forms of employees compensation.
- (A) Compensation. (B) Supplementary compensation.
- (C) Salary administration. (D) None of these
13. _____ is a first main operative function of personnel management
- (A) Training. (B) Selection.
- (C) Procurement. (D) Development.

Turn over

14. A separate department namely _____ department is now setup in all organizations to tackle the problem of personnel in the organization.
- (A) Marketing. (B) Administration.
(C) Staffing. (D) Personnel.
15. _____ is a statement which shows a maximum acceptable human qualities necessary to perform a job satisfactorily.
- (A) Job evaluation. (B) Job description.
(C) Job specification. (D) None of these.
16. _____ is the process of choosing the most suitable persons from all the applicants.
- (A) Induction. (B) Selecting.
(C) Placement. (D) Recruitment.
17. This type of training is conducted by the organization with in the premises or by external agencies.
- (A) Off the job training. (B) On the job training.
(C) Remedial training. (D) None of these.
18. This method is a combination of graphic rating scales, and critical incidents method.
- (A) MBO. (B) BARS.
(C) Assessment centers. (D) None of these.
19. This method is a combination of graphic rating scales, and critical incidents method. Which method ?
- (A) BARS. (B) MBO.
(C) Paired comparison method. (D) None of these.
20. _____ plan is a simple combination of time and piece rate system.
- (A) Rowan. (B) Emerson.
(C) Halsey. (D) Bedeaux.