

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

BSc DEGREE EXAMINATION MAY 2024  
(Fifth Semester)

Branch – CATERING SCIENCE AND HOTEL MANAGEMENT

HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (5 x 1 = 5)

- 1 Who laid the foundation of Human Resource Management practices?  
(i) David C. McClelland (ii) Roethlisberger and Dickinson  
(iii) Peter Drucker and Douglas McGregor (iv) Elton Mayo
- 2 Which is an example of in-house training?  
(i) Ethics training (ii) Multi-cultural training  
(iii) Management training (iv) All the above
- 3 When the actual performance of the employees is measured then it will be compared with  
(i) Standard (ii) Other members  
(iii) Previous performance (iv) Group performance
- 4 Who is responsible for compensation decision making?  
(i) Employee (ii) Board of director  
(iii) HR manager (iv) Laymen
- 5 Where is the headquarters of ILO located?  
(i) Geneva (ii) Rome  
(iii) Paris (iv) Tokyo

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 3 = 15)

- 6 a Describe the managerial functions of human resource management.  
OR  
b Bring out the types of human resource policies.
- 7 a Briefly explain the procedure for job analysis.  
OR  
b State the various tests used in selection of candidates.
- 8 a Summarize the advantages of job evaluation.  
OR  
b Describe the various components of 360-degree appraisal in HRM.
- 9 a Explain the important objectives of fringe benefits.  
OR  
b Narrate the types of industrial conflicts.
- 10 a Summarise the role of trade union in India.  
OR  
b Analyse the factors which influence women's empowerment in India.

Cont...

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Examine the steps in HR policy formulation.  
OR  
b Elucidate the scope of human resource management.
- 12 a Analyse the various guidelines for preparing job description.  
OR  
b Highlight the major advantages and disadvantages of job specification.
- 13 a Outline the suggestions for improving a performance appraisal programme.  
OR  
b Discuss the important principles of a transfer in an organisation.
- 14 a Identify the suggestions to improve industrial relations.  
OR  
b Enumerate the essential conditions for successful collective bargaining.
- 15 a Examine the various classification of labour law in India.  
OR  
b Discuss the problems faced by the trade union movement in India.

Z-Z-Z

END