

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)  
BA DEGREE EXAMINATION MAY 2024  
(Sixth Semester)

Branch - SOCIOLOGY

**DISCIPLINE SPECIFIC ELECTIVE – II:**  
**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 What is the primary focus of Personnel Management?
  - (i) Employee development and training
  - (ii) Strategic workforce planning
  - (iii) Administrative tasks and transactional activities
  - (iv) Employee engagement and motivation
- 2 Which stages of the HR Planning and Selection process involve determining the future personnel needs of an organization?
  - (i) Recruitment
  - (ii) Selection
  - (iii) Forecasting
  - (iv) Onboarding
- 3 What is the purpose of a Training Needs Analysis (TNA) in the context of training and development?
  - (i) Evaluating employee performance
  - (ii) Identifying gaps in skills and knowledge
  - (iii) Conducting team-building activities
  - (iv) Assessing employee satisfaction
- 4 How does effective wage administration contribute to employee morale?
  - (i) By reducing job responsibilities
  - (ii) By ensuring equal pay for all employees
  - (iii) By implementing strict performance appraisals
  - (iv) By increasing work hours for higher wages
- 5 In the context of building relationships and human relations, what is the key focus of interpersonal communication?
  - (i) Transmitting information only
  - (ii) Building mutual understanding and trust
  - (iii) Controlling employee behavior
  - (iv) Minimizing social interactions at the workplace

Cont...



**SECTION - B (15 Marks)**

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a What is Personnel Management?  
OR  
b What is Human Resources Management?
- 7 a Explain the objectives of HR Planning.  
OR  
b Bring out the concept and need of HR Planning.
- 8 a How the process of training and development in human resource management.  
OR  
b Describe the importance of training and development.
- 9 a Explain about the administration of wage and salary.  
OR  
b What is the process of wage administration and what are its benefits?
- 10 a Explain what conflict management is and how to identify its different styles.  
OR  
b State the disciplinary process in Human resource management.

**SECTION -C (30 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Explain the function of human resource management.  
OR  
b Narrate the Evolution of Personnel Management.
- 12 a Discuss the importance of HR Planning.  
OR  
b State the HR Planning at different levels.
- 13 a Explain the steps in training and career development of HR Management.  
OR  
b Discuss the importance of ongoing training for employee promotion with examples.
- 14 a Elucidate the factors influencing wage and salary.  
OR  
b Point out the quality of work life and stress management of workers.
- 15 a Discuss and list out the types of collective bargaining.  
OR  
b Examine the role of Human Resources Information Systems (HRIS).

Z-Z-Z

END