

**PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)**

**BVoc DEGREE EXAMINATION DECEMBER 2023
(Fourth Semester)**

Branch – HOSPITALITY 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. Directing, being one of the preeminent functions of Human Resource Management that falls under _____.
 a) Operating functions b) Technical functions
 c) Managerial functions d) Behavioral functions
2. _____ is the framework defined by the HR department to manage the HR activities systematically.
 a) HR Goals b) HR Objectives
 c) HR strategies d) HR Policies
3. _____ is a process of searching for prospective employees and stimulating them to apply for jobs.
 a) Selection b) Induction
 c) Recruitment d) Orientation
4. Pre-job training is otherwise known as
 a) Orientation training b) Safety training
 c) Job training d) Promotional training
5. Wages represents _____ rates of pay.
 a) Hourly b) Daily
 c) Weekly d) Monthly

SECTION – B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. a) Explain importance of human resource management.
 (or)
 b) Bring out the difference between HRM and HRD.
7. a) Describe the factors affecting human resource planning.
 (or)
 b) Explain the features of job analysis.
8. a) State the objectives of recruitment.
 (or)
 b) Summarize the purpose of selection.
9. a) Narrate the need and importance of training.
 (or)
 b) Classify the essentials of a good performance system.
10. a) Outline the criteria for wage fixation.
 (or)
 b) Explain the characteristics of incentive plan.

Cont...

SECTION -C (30 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** Marks

(5 x 6 = 30)

11. a) Explain in detail the functions of HRM.
(or)
b) Point out the role and status of human resource manager.
12. a) Elucidate the process of HR planning.
(or)
b) Discuss the uses and limitations of job description.
13. a) Identify the various sources of recruitment.
(or)
b) Enumerate the different types of interview.
14. a) Explain the advantages and disadvantages of on the job and off the job training.
(or)
b) Highlight the methods of performance appraisal.
15. a) Classify the various theories of wage determination.
(or)
b) Differentiate between time wage and piece wage system.

Z-Z-Z

END