

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MCom(CS) DEGREE EXAMINATION DECEMBER 2023
(Second Semester)

Branch – CORPORATE SECRETARYSHIP

CORPORATE HUMAN RELATIONS

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 Basic managerial functions of Human Resource Management?
(i) Planning, Organising, Staffing
(ii) Planning, Organising and Co-ordinating
(iii) Planning, Organising, Directing and Controlling
(iv) None of these
- 2 Finding ways to reduce _____ is a crucial responsibility of management.
(i) Stress (ii) Dissatisfaction
(iii) Pressure (iv) Uncertainty
- 3 _____ is to identify the strengths and weaknesses of employees to place right men on right job.
(i) Recruitment (ii) Performance Appraisal
(iii) Selection (iv) Feedback
- 4 Which of the following is a type of HR Audit?
(i) Bench Mark Audit (ii) Comparative HR Audit
(iii) Compliance HR Audit (iv) Standardization Audit
- 5 _____ is a plan or programmes to motivate individual or group performance.
(i) Promotion scheme (ii) Incentive scheme
(iii) Appraisal (iv) Reward

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a Explain the fundamentals of Human resource management in building competitive advantage through people.
OR
b List out the risks in HR and explain the way to manage risk in Human resources.
- 7 a Discuss the concept of organization fit and Job fit.
OR
b Explain the concept of Human Resource Planning.
- 8 a Describe Multi rater Feedback system in Performance of the employees.
OR
b Discuss the training and leadership development in Human relation in performance.

Cont...

- 9 a Enumerate the importance of Human Resource Analysis.
OR
b Explain the usage and implications of Human Resource Information System.
- 10 a Discuss Social accountability in Human Resource Management.
OR
b List out the need for Human resource outsourcing in Human Resource Management.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 x 6 = 30)

- 11 a Explain the roles of HR department as strategic partner and business enabler.
OR
b Outline the concept of understanding the drivers of business in Finance, Market and strategy in Human Resources.
- 12 a Identify and explain the issues faced by local employees in organization.
OR
b Discuss the concept on determining the person fit and organization fit in Human Resource Management.
- 13 a Examine the concept of benefits, rewards and Compensation in an organization.
OR
b Classify the importance of career planning system.
- 14 a Distinguish between Balanced Scorecard and Human resource Scorecard.
OR
b Explain types of Human Resource Audit in Organisation.
- 15 a Elaborate the challenges faced by the organization during acquisition and merger.
OR
b Differentiate between Human resource management and Human resource outsourcing.

Z-Z-Z

END