

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)  
BA DEGREE EXAMINATION DECEMBER 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 Which of the following is NOT a core function of Human Resources Management?
  - (i) Recruitment and Selection
  - (ii) Payroll and Benefits Management
  - (iii) Product Marketing and Sales
  - (iv) Performance Management and development
- 2 What is the primary objective of HR planning?
  - (i) Manage employee payroll and benefits efficiently.
  - (ii) Develop training programs for existing employees.
  - (iii) Address immediate staffing needs as they arise.
  - (iv) Proactive talent planning for strategic alignment.
- 3 Label the fundamental aim of retirement benefits.
  - (i) Increase employee productivity during their working years.
  - (ii) Attract and retain top talent through competitive compensation packages.
  - (iii) Encourage early retirement to facilitate workforce mobility.
  - (iv) Provide financial security and well-being for employees after retirement.
- 4 Indicate the negative impact of Employee morale \_\_\_\_\_
  - (i) Competitive salary and benefits package
  - (ii) Clear communication from management
  - (iii) Opportunity for professional development
  - (iv) Unfair and inconsistent wage structure
- 5 Which of the following is NOT a key element of building strong relationships in the workplace?
  - (i) Open and honest communication
  - (ii) Respect for individual differences
  - (iii) Active listening and empathy
  - (iv) Focusing on gossip and negativity

**SECTION - B (15 Marks)**

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a Discuss the challenges and limitations of HR management in the current business environment.  
OR  
b Explain how effective leadership and communication skills contribute to building a positive work environment.
- 7 a How does HR planning contribute to achieving strategic business goals?  
OR  
b Discuss the stages involved in the Recruitment and Selection Process.
- 8 a Explain how organizations can effectively link Career Development Opportunities to individual aspirations and organizational needs.  
OR  
b Bring out the concept of Personal Development and its importance for individual growth and organizational success.

Cont...

- 9 a Explain how various factors like Job Satisfaction, Recognition and Working Conditions impact Employee Morale and Motivation.  
OR  
b State how work-related stress can negatively impact employees' well-being and organizational productivity.
- 10 a Describe the various components of a Human Resource Information System (HRIS).  
OR  
b How can Human Resources (HR) establish and maintain good relationships with employees?

**SECTION -C (30 Marks)**

Answer ALL questions

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

- 11 a Justify the key objectives and functions of Human Resources Management in an organization.  
OR  
b Critically compare Personnel Management and Human Resources Management. Discuss the reasons behind the evolution of HRM from Traditional Personnel Management Practices.
- 12 a Enlighten the importance of each stage in the Onboarding Process. Provide examples of effective Induction practices that improve Employee Engagement and Retention.  
OR  
b Distinguish Vertical and Horizontal Communication in organizations and the importance of effective communication in achieving organizational goals.
- 13 a Summarize the key steps involved in developing and implementing a successful Training Program.  
OR  
b Critically analyze the concept of Training and its importance in achieving Organizational Goals.
- 14 a Explicate how different factors such as Internal Equity, External Competitiveness, Job Complexity and Cost of Living influence Wage and Salary determination.  
OR  
b Discuss the key objectives of Job Evaluation and elaborate on the various methods used to evaluate different jobs.
- 15 a Elaborate on the techniques and methods used in Human Resources Information Systems.  
OR  
b Discuss the overview of Managerial Decision-making.

Z-Z-Z

END