

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

MSc DEGREE EXAMINATION DECEMBER 2024  
(Third Semester)

Branch – APPLIED PSYCHOLOGY

**MAJOR ELECTIVE COURSE – II HUMAN RESOURCE MANAGEMENT**

Time: Three Hours

Maximum: 75 Marks

**SECTION-A (10 Marks)**

Answer **ALL** questions

**ALL** questions carry **EQUAL** marks

(10 × 1 = 10)

| Question No. | Question                                                                                                                                                                                                                                                                                                                        | K Level | CO  |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----|
| 1            | What are the basic managerial functions of HRM?<br>a) Planning, organising, staffing<br>b) Planning, organising and co-ordinating<br>c) Planning, organising, directing and controlling<br>d) Planning, organising, directing                                                                                                   | K1      | CO1 |
| 2            | Which function is not part of HRM function?<br>a) Recruitment    b) Selection    c) Cost Control    d) Training                                                                                                                                                                                                                 | K2      |     |
| 3            | The process of familiarizing the new employees to the organisation rules and regulations is defined as<br>a) Placement    b) Induction    c) Recruitment    d) Selection                                                                                                                                                        | K1      | CO2 |
| 4            | Which of the following is considered as strategic activity?<br>a) Productivity    b) Recruitment    c) Planning    d) Job analysis                                                                                                                                                                                              | K2      |     |
| 5            | OJT stands for what?<br>a) On the job training    b) On the job technique<br>c) On the job technology    d) Off the job training                                                                                                                                                                                                | K1      | CO3 |
| 6            | What is management development?<br>a) Is a short term in nature    b) Focuses on employees' current job<br>c) Is an informal activity    d) Aims at overall development of a manager                                                                                                                                            | K2      |     |
| 7            | Relative worth of a job is known through<br>a) Job design    b) Job analysis    c) Job evaluation    d) Job change                                                                                                                                                                                                              | K1      | CO4 |
| 8            | What is the process of studying and collecting information about a job?<br>a) HRP    b) Job design    c) Job analysis    d) Job evaluation                                                                                                                                                                                      | K2      |     |
| 9            | Which of the following is correct scope of industrial relations activities?<br>a) Problems between employers and employees as group<br>b) Relationship between employers and employees as group<br>c) Problems between employers and employees as individuals<br>d) Relationship between employers and employees as individuals | K1      | CO5 |
| 10           | Who proposed Hot Stove Rule of Discipline?<br>a) Armstrong    b) Stuart    c) McGregor    d) Skinner                                                                                                                                                                                                                            | K2      |     |

Cont...

**SECTION - B (35 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

| Question No. | Question                                                       | K Level | CO  |
|--------------|----------------------------------------------------------------|---------|-----|
| 11.a.        | Determine the HRM role in achieving organization goals.        | K5      | CO1 |
|              | (OR)                                                           |         |     |
| 11.b.        | Explain functions & roles of HRM.                              |         |     |
| 12.a.        | Discuss the importance of ethical issues in selection process. | K6      | CO2 |
|              | (OR)                                                           |         |     |
| 12.b.        | Design a job description for the role of HR Manger.            |         |     |
| 13.a.        | Distinguish coaching & mentoring.                              | K4      | CO3 |
|              | (OR)                                                           |         |     |
| 13.b.        | Explain training needs analysis.                               |         |     |
| 14.a.        | Explain performance appraisal methods.                         | K5      | CO4 |
|              | (OR)                                                           |         |     |
| 14.b.        | Determine performance management in a remote work environment. |         |     |
| 15.a.        | Discuss the importance workforce diversity in an organization. | K6      | CO5 |
|              | (OR)                                                           |         |     |
| 15.b.        | Formulate grievance handling procedure.                        |         |     |

**SECTION -C (30 Marks)**

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

| Question No. | Question                                                                                                        | K Level | CO  |
|--------------|-----------------------------------------------------------------------------------------------------------------|---------|-----|
| 16           | Justify HRM as a strategic partner in an organization.                                                          | K5      | CO1 |
| 17           | Examine the legal and ethical issues in the process of selection of a candidate for any job in an organization. | K4      | CO2 |
| 18           | Discuss various training methods that can be adopted in an organization.                                        | K6      | CO3 |
| 19           | List out key performance indicators (KPIs) to measure job satisfaction of an employee in an organization.       | K4      | CO4 |
| 20           | Explain the employee rights in line with the labour laws.                                                       | K5      | CO5 |

Z-Z-Z

END