

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

**BBA DEGREE EXAMINATION MAY 2024**  
(Third Semester)

Branch – **BUSINESS ADMINISTRATION/ BUSINESS ADMINISTRATION(IS)/  
BUSINESS ADMINISTRATION(RM)**

**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. Healthy HRM practices can help the organization.
  - (i) To reduce the disputes and conflicts
  - (ii) To increase opportunities
  - (iii) To realize the employees
  - (iv) To maintain cardinal relationship
2. It is a factual statement of tasks and duties involved in a job.
  - (i) Job description
  - (ii) Job analysis
  - (iii) Job specification
  - (iv) Job rules
3. When an employee is trained for a key position in the organization, it is called
  - (i) Talent planning
  - (ii) Replacement management
  - (iii) Leadership management
  - (iv) Succession planning
4. It is a performance appraisal technique that involves agreement between employee and manager on goals to be achieved in a given period.
  - (i) MBO
  - (ii) BARS
  - (iii) Rating scale
  - (iv) Confidential report
5. The compensation paid during the time of layoff is called
  - (i) Dearness allowance
  - (ii) Retaining allowance
  - (iii) Cash allowance
  - (iv) Suspension allowance

**SECTION - B (15 Marks)**

Answer **ALL** Questions

**ALL** Questions Carry **EQUAL** Marks

(5 x 3 = 15)

- 6 a. Highlight the evolution of HRM.  
OR  
b. How HRM differs from personnel management?
- 7 a. Explain the components of job analysis.  
OR  
b. Explain the need and importance of induction programme.
- 8 a. Why training need analysis is important?  
OR  
b. Illustrate the stages in career development
- 9 a. Outline the objectives of performance appraisal system.  
OR  
b. What are the sources of grievances in organizations?

Cont...



- 10 a. Write note on wage differentials.  
OR  
b. Narrate the concept of intrinsic reward with example.

**SECTION -C (30 Marks)**

Answer ALL questions

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

- 11 a Examine the value and importance of human resource management in an organization.  
OR  
b Evaluate the key functions of human resource management.
- 12 a Identify the modern sources and processes in recruitment.  
OR  
b Selection is virtually a kind of elimination process. Defend.
- 13 a Explain the role of Training and Development in today's competitive business environment.  
OR  
b Give reasons for the trend toward increased emphasis on career development programmes in Indian organizations.
- 14 a Enumerate the steps in performance appraisal process.  
OR  
b. Elaborate the strategies of maintaining quality of work life in Indian organizations.
- 15 a Discuss various individual and group incentive plans. What are the advantages and problems associated with wage incentives?  
OR  
b International HRM is different from Domestic HRM in various dimensions. Comment.

Z-Z-Z

END