

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2025
(Sixth Semester)

Branch – COMMERCE (PROFESSIONAL ACCOUNTING)

MAJOR ELECTIVE COURSE – 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 HRM aims at maximizing employees as well as organizational _____.
(i) Efficiency (ii) Effectiveness
(iii) Economy (iv) Performance
- 2 Sources of Recruiting should be periodically _____.
(i) Changed (ii) Checked
(iii) Evaluated (iv) Inspired
- 3 A kind of future oriented training _____.
(i) Employee training (ii) Employee development
(iii) Employability (iv) Employee potential
- 4 Which of the following performance appraisal method, rates the appraisee on various parameters on a point scale?
(i) Critical incident method (ii) MBO method
(iii) Graphic rating method (iv) Bell curve method
- 5 Giving employees more tasks to perform at the same time is called _____.
(i) Job enlargement (ii) Job enrichment
(iii) Job rotation (iv) Job revitalization

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a Describe the nature of Human Resource Management.
OR
b Explain the role of Human Resource Manager.
- 7 a How can a skills inventory be used for strategic HR planning?
OR
b Describe the process of Job analysis.
- 8 a Explain the various methods of Training.
OR
b Bring out the objectives of Career planning.
- 9 a Interpret the various factors affecting performance appraisal.
OR
b Explain the important causes of Demotion.
- 10 a State the procedure for Collective bargaining.
OR
b How is the Quality of work life measured?

Cont...

SECTION -C (30 Marks)

Answer any **Three** questions

ALL questions carry **EQUAL** Marks

(3 x 10 = 30)

- 11 Explain the scope of Human Resource Management.
- 12 Discuss the stages involved in the selection of candidates for jobs in an organization.
- 13 Distinguish between Competence and Career management.
- 14 Classify the various methods available for appraising the performance of employees.
- 15 Elaborate the various schemes of workers participation in management in India.

Z-Z-Z

END