

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

**BSc DEGREE EXAMINATION MAY 2025
(Fourth Semester)**

Branch – CATERING SCIENCE AND HOTEL MANAGEMENT

HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Management is a _____ directed process as it aims at achieving specified goals a) Continuously b) Future c) Goal d) Deliberately	K1	CO1
	2	This function of Management related to placing the right person at the right job is _____ a) Organising b) Staffing c) Planning d) Controlling	K2	CO2
2	3	HR Planning involves four distinct phases one of these stages is a) Business scanning b) Organisation development c) Forecasting human resource records d) Planning	K1	CO1
	4	The actual achievements compared with the objectives of the job is _____ a) Job Performance b) Job evaluation c) Job description d) Job Analysis	K2	CO2
3	5	Which performance appraisal methods consumes a lot of time? a) Essay method b) Rating Scales c) Critical incident d) Tests and Observation	K1	CO1
	6	Recruitment and selection must be effective to ensure it _____ a) Offsets high labour turnover b) Delivers the highest caliber of individuals at optimum most c) To have a surplus in case of sickness and absence d) Encourages new blood into the organization	K2	CO2
4	7	Which of the following is a benefit of employee training? a) Improves morale b) Helps people identify with organisational goals c) Provides a good climate for learning, growth d) Improves co - ordination	K1	CO1
	8	Training increases the employees _____ a) market value b) earning power c) job security d) all of these	K2	CO2
5	9	_____ is a formal & detailed study of jobs a) Job Performance b) Job evaluation c) Job description d) Job Analysis	K1	CO1
	10	Job evaluation is based on the _____ a) Complexity of the job to perform b) Conceptual skill required by the job c) Relative job worth for an organization d) Physical skills required by the job	K2	CO2

Cont...

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Discuss the key functions of management and their significance in organizational success.	K1	CO1
		(OR)		
	11.b.	What is the significance of the 'Division of Work' principle in management?		
2	12.a.	Define HRM and its importance to an organization.	K1	CO1
		(OR)		
	12.b.	List out the roles of HR manager in detail.		
3	13.a.	Explain the importance of Human Resource Planning in an organization.	K2	CO3
		(OR)		
	13.b.	Write a note on i) Job description ii) Job specification		
4	14.a.	Explain the role of training and development in Human Resource Development.	K3	CO4
		(OR)		
	14.b.	What are the key objectives of Human Resource Development in an organization?		
5	15.a.	Define Performance appraisal and its objectives.	K4	CO5
		(OR)		
	15.b.	Write a note on International HRM.		

SECTION - C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Explain the roles and skills of a manager in an organization.	K2	CO1
2	17	Differentiate between personnel management and Human resource management.	K2	CO2
3	18	Discuss about various sources of recruitment.	K2	CO3
4	19	Brief about various methods of training.	K2	CO4
5	20	Explain about types of Fringe Benefits.	K1	CO5