

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BA DEGREE EXAMINATION MAY 2025
(Sixth Semester)

Branch – SOCIOLOGY

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 What is the primary aim of personnel management? _____
(i) Managing financial resources (ii) Managing external stakeholders
(iii) Managing machinery (iv) Managing people in an organization
- 2 Which of the following is NOT a step in the selection process?
(i) Screening applications (ii) Job analysis
(iii) Conducting interviews (iv) Reference checking
- 3 What is the primary objective of training and development?
(i) To improve employee performance and skills
(ii) To reduce the workforce
(iii) To increase product prices
(iv) To increase company profits
- 4 Which of the following factors affect wage determination?
(i) Industry standards (ii) Cost of living
(iii) Government regulations (iv) All of the above
- 5 Which act in India governs trade unions and collective bargaining?
(i) The Trade Unions Act, 1926 (ii) The Payment of Wages Act, 1936
(iii) The Industrial Disputes Act, 1947 (iv) The Factories Act, 1948

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 3 = 15)

- 6 a Explain the objectives personnel management.
OR
b Describe the key functions of Personnel Management.
- 7 a Bring out the importance of HR planning.
OR
b Compare vertical and horizontal way of communication.
- 8 a Explain the need of Promotions and transfer in an organization.
OR
b Discuss the importance of Training for an employee.

Cont...

- 9 a Bring out the advantages of Job evaluation.
OR
b Analyze the factors influencing in the determination of wages and salaries.
- 10 a Explain the salient features of managerial decision-making.
OR
b Outline the objectives of Human Resource Information System.

SECTION -C (30 Marks)

Answer ALL questions

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

- 11 a Examine the scope and objectives of Human Resource Management.
OR
b Analyze the functions and qualities of HR Manager.
- 12 a Discuss the objectives and benefits of HR planning.
OR
b Summarize the HR planning at different levels.
- 13 a Elucidate the methods and steps in training programs.
OR
b Discuss the importance of delegation in management. How does effective delegation improve workplace efficiency?
- 14 a Examine the relationship between Stress Management and Quality of Life.
OR
b Highlight the importance of job evaluation with an example.
- 15 a Analyze the techniques and methods in the Human Resource Information System.
OR
b Discuss the importance advantages of Collective Bargaining.

Z-Z-Z

END