

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

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

Common to Branches – **COMMERCE / COMMERCE WITH COMPUTER
APPLICATIONS**

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	Which of the following is main function of HRM ? a) Marketing b) Recruiting and Selecting c) Selling Products d) Manufacturing	K1	CO1
	2	Human Resource Planning helps for ____ a) Reducing Employees b) Planning Work Force Needs c) Selling Company Assets d) Advertising Products	K2	CO1
2	3	Training helps the employees for ____ a) Employee Growth b) Reducing Working Hours c) Avoiding Promotions d) Limiting Job Roles	K1	CO2
	4	Employee empowerment leads to ____ a) Higher Motivation b) Less Job Satisfaction c) Increase Absenteeism d) Reducing Productivity	K2	CO2
3	5	Wages and salary administration ensures ____ a) Unequal pay Distribution b) Fair Employee Compensation c) Job Demotions d) Reduction in Employee Benefits	K1	CO3
	6	Job evaluation helps in. ____ a) Terminating Employees b) Reducing the Job Roles c) Assessing Job Worth d) Cutting Salaries	K2	CO3
4	7	Workers Participation in management improves ____ a) Salary Deduction b) Employee Decision Making c) Reduced Work Hours d) Employee Termination	K1	CO4
	8	Employee Absenteeism affect ____ a) Productivity b) Company Profits c) Employee Morale d) promotion	K2	CO4
5	9	Green HRM focuses on ____ a) Sustainable HR Practices b) Reducing Employees Rights c) Limiting Training Programs d) Increasing Employee workload	K1	CO5
	10	Remote work benefits includes ____ a) Reduce Employee Environment b) Flexible work Environment c) Increase travel Expenses d) Less work-life Balance	K2	CO5

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.	Explain the scope and needs of Human Resource Management.	K2	CO1
	(OR)			
	11.b.	Out line the objectives of HR planning.		
2	12.a.	Classify the benefits of on the job training.	K4	CO2
	(OR)			
	12.b.	Analyze the essentials characteristics of employee empowerments.		
3	13.a.	Choose the objectives of Job Evaluation.	K4	CO3
	(OR)			
	13.b.	List out the importance of Performance Appraisal.		
4	14.a.	Identify the main role of Registered Tradeunions.	K3	CO4
	(OR)			
	14.b.	Construct the levels of the Participation of workers in the management.		
5	15.a.	Explain the Benefits of Green HRM.	K5	CO5
	(OR)			
	15.b.	Determine the needs of Data-Driven 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 objectives of Human Resource Management.	K5	CO1
2	17	List Out the various Methods of Training.	K4	CO2
3	18	Analyze the Various Steps in Performance Appraisal.	K4	CO3
4	19	State the Importance of Collective Bargaining.	K5	CO4
5	20	Examine the Challenges in Implementing Green HRM Practices in India.	K4	CO5