

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

**PGDHRM DEGREE EXAMINATION MAY 2025  
(Second Semester)**

**Branch – PG DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

**HUMAN RESOURCE MANAGEMENT - II**

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	What is the primary goal of Human Resource Management (HRM)? a) Maximizing employee satisfaction b) Minimizing labour costs c) Aligning HR strategies with organizational goals d) Reducing employee turnover	K1	CO1
	2	What is the main goal of competency mapping in HRM? a) To create job descriptions b) To identify training needs and ensure job-person fit c) To enhance payroll management d) To evaluate company profitability	K2	CO2
2	3	What is the main focus of job design? a) Assigning tasks randomly to employees b) Aligning job roles with organizational goals and employee needs c) Increasing the workload of employees d) Ignoring employee preferences	K1	CO1
	4	Which of the following is a key outcome of job analysis? a) Employee compensation b) Job description and job specification c) Recruitment strategy d) Organizational structure	K2	CO2
3	5	What does "Kaizen" mean in the context of TQM? a) Customer satisfaction      b) Quality control c) Continuous improvement      d) Process reengineering	K1	CO1
	6	Which of the following is a benefit of implementing ISO 14001? a) Increased energy costs b) Improved regulatory compliance c) Decreased market competitiveness d) Reduced focus on sustainability	K2	CO2
4	7	Which method involves ranking jobs in order of their value to the organization? a) Point-factor method      b) Job grading method c) Job ranking method      d) Hay method	K1	CO1
	8	What is a compliance audit in HR? a) An audit of employee job satisfaction b) A review of organizational policies to ensure they comply with legal regulations c) An assessment of workplace productivity d) A financial audit of HR budgets	K2	CO2
5	9	Which HR function is most commonly supported by HRIS? a) Employee grievance handling b) Workforce analytics and reporting c) Sales management d) Product lifecycle management	K1	CO1

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5	10	What is a key benefit of implementing E-HRM? a) Increased paperwork b) Improved transparency and accessibility c) Reduced employee engagement d) Higher dependency on manual processes	K2	CO2
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**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.	Simplify the scope of HRM.	K4	CO3
	(OR)			
	11.b.	List out the changing role of HRM.		
2	12.a.	Classify the methods of job analysis.	K4	CO3
	(OR)			
	12.b.	Assume the challenges of HR forecasting.		
3	13.a.	Explain the role of HR in IT industries.	K5	CO4
	(OR)			
	13.b.	Interpret the importance of teamwork in HRM.		
4	14.a.	Estimate the key methods of job evaluation.	K5	CO4
	(OR)			
	14.b.	Deduct the purpose of supplementary compensation.		
5	15.a.	Estimate the emerging horizons in Human Resource Management.	K6	CO5
	(OR)			
	15.b.	Compile the key features of HRIS.		

**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	"Managing ethical issues in any organization or professional setting is crucial for maintaining integrity, trust, and legal compliance" - Discover.	K4	CO3
2	17	Analyze the process of human resource forecasting.	K4	CO3
3	18	Evaluate the HR practice in government and public systems.	K5	CO4
4	19	Distinguish the traditional and modern methods of performance appraisal.	K4	CO4
5	20	Elaborate the contemporary issues in Human Resource Management.	K6	CO5