

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

**MSc DEGREE EXAMINATION DECEMBER 2025**  
(Third Semester)

**Branch - APPLIED PSYCHOLOGY**

**MAJOR ELECTIVE COURSE - II : HUMAN RESOURCE MANAGEMENT**

Time: Three Hours

Maximum: 75 Marks

**SECTION-A (10 Marks)**

Answer ALL questions

ALL questions carry EQUAL marks

$(10 \times 1 = 10)$

Question No.	Question	K Level	CO
1	Who takes an active role on HRM? A. CEOs      B. Employees C. HR Staff    D. Senior Manager	K1	CO1
2	Where Employees are given authority to make decisions and take actions they become _____ A. Satisfied      B. Empowered C. Managers      D. Committed	K2	
3	What is Job Analysis? A. Mostly informal      B. Specialized C. Highly formal      D. Mostly technical	K1	CO2
4	Attracting, motivating and retaining are the functions of which of the following? A. Training      B. Performance Appraisal C. T & D      D. Compensation	K2	
5	The diagnostic process of needs assessment often starts with what? A. A job analysis      B. A gap analysis C. A concern      D. An organizational audit	K1	CO3
6	The cognitive domain hierarchy of learning starts with which of the following? A. Knowledge      B. Receiving C. Perception      D. Motivation	K2	
7	What is a factual statement of tasks & duties involved in a job? A. Job description      B. Job specification C. Job Analysis      D. Job evaluation	K1	CO4
8	In which performance appraisal technique, the appraisers rate critical employee behavior? A. MBO      B. BARS C. BOS      D. BOSS	K2	
9	Punishment or penalty for offence and misconduct is another part of which of the following? A. Achievement      B. Evaluation C. Disciplinary Action      D. Improvement	K1	CO5
10	When an employee faces injustice, what kind of feeling he will experience? A. Satisfaction      B. Grievance C. Dissatisfaction    D. Hostility	K2	

Cont...

**SECTION - B (35 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks  $(5 \times 7 = 35)$ 

Question No.	Question	K Level	CO
11.a.	Examine the evolution of HRM.  (OR)	K4	CO1
11.b.	Examine strategic HRM.		
12.a.	List out job analysis techniques.  (OR)	K4	CO2
12.b.	Analyze employer branding technique.		
13.a.	Analyse learning theories.  (OR)	K4	CO3
13.b.	Distinguish career development & succession planning.		
14.a.	Explain the performance improvement plans.  (OR)	K5	CO4
14.b.	Explain giving and receiving constructive feedback.		
15.a.	Explain technological advancements in HRM.  (OR)	K5	CO5
15.b.	Explain the need of employee engagement as part of employee relations.		

**SECTION - C (30 Marks)**

Answer ANY THREE questions

ALL questions carry EQUAL Marks

 $(3 \times 10 = 30)$ 

Question No.	Question	K Level	CO
16	Examine HRM's role in achieving the organizational goals.	K4	CO1
17	Explain the internal and external methods of recruitment in an organization.	K5	CO2
18	Design a mentoring program for a person to improve communication skills.	K6	CO3
19	Explain the coaching techniques for improving the employee performance.	K5	CO4
20	Analyze the ethical consideration in HRM practices.	K4	CO5