

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 × 1 = 10)

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

Cont...

**SECTION - B (35 Marks)**

Answer ALL questions

ALL questions carry EQUAL Marks (5 × 7 = 35)

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