

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

BCom DEGREE EXAMINATION DECEMBER 2025  
(Sixth Semester)

Branch – COMMERCE (PROFESSIONAL ACCOUNTING)

**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 Human Resource Management primarily deals with \_\_\_\_\_.  
(i) Marketing decisions (ii) People management  
(iii) Financial analysis (iv) Production process
- 2 The process of forecasting and determining the future manpower requirements of an organization is known as \_\_\_\_\_.  
(i) Job Analysis (ii) Human Resource Planning  
(iii) Recruitment (iv) Induction
- 3 The process of identifying and developing internal people to fill key leadership positions is called \_\_\_\_\_.  
(i) Succession Planning (ii) Job Design  
(iii) Empowerment (iv) Wage Administration
- 4 The systematic evaluation of an employee's job performance is termed \_\_\_\_\_.  
(i) Motivation (ii) Performance Appraisal  
(iii) Transfer (iv) Demotion
- 5 Which of the following focuses on maintaining employee morale and welfare?  
(i) Quality of Work Life (ii) Job Evaluation  
(iii) Career Planning (iv) Compensation

**SECTION - B (15 Marks)**

Answer ALL Questions

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

- 6 a Define Human Resource Management and explain its major objectives.  
OR  
b Explain the various functions of a Human Resource Manager.
- 7 a What are the steps involved in Human Resource Planning?  
OR  
b Distinguish between Recruitment and Selection.
- 8 a Describe the importance of Career Planning and Development in an organization.  
OR  
b Explain the methods of Executive Development.

Cont...

- 9 a What are the various methods of Performance Appraisal?  
OR  
b Explain the concept of Compensation Management and its types.
- 10 a Define Employee Welfare and mention its importance in HRM.  
OR  
b Explain the significance of Quality of Work Life in retaining employees.

**SECTION -C (30 Marks)**

Answer any **THREE** questions  
**ALL** questions carry **EQUAL** Marks (3 x 10 = 30)

- 11 Discuss the nature, scope, and importance of Human Resource Management in modern business organizations.
- 12 Explain the various stages involved in the process of Recruitment and Selection with suitable examples.
- 13 Examine the objectives and methods of Training and Development in Human Resource Management.
- 14 Evaluate the role of Performance Appraisal in improving employee productivity and organizational effectiveness.
- 15 Describe the various measures adopted for maintaining employee health, safety, and welfare in organizations.

Z-Z-Z

END