

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 $(5 \times 1 = 5)$

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 $(3 \times 10 = 30)$

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