

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

**PGHRM DEGREE EXAMINATION DECEMBER 2025
(First Semester)**

Branch – **DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

MAJOR ELECTIVE COURSE – I HUMAN RESOURCE MANAGEMENT

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 | Which option best describes strategic human resource management? a) Short-term employee welfare approach b) Aligning HR policies with business strategies c) Only recruitment and selection activities d) Outsourcing HR functions | K1 | CO1 |
| | 2 | Give the option that best summarizes the role of human resource managers in modern organizations. a) Payroll processing only b) Employee advocate, business partner, and change agent c) Avoiding employee involvement d) Focusing only on compliance | K2 | CO1 |
| 2 | 3 | State the common sources of external recruitment. a) Transfers and promotions b) Job rotation c) Employment agencies and campus placements d) Internal postings | K1 | CO2 |
| | 4 | Predict the advantage of internal promotion. a) Fresh ideas from outside b) Familiarity with company culture and quicker adjustment c) Higher recruitment cost d) Longer onboarding time | K2 | CO2 |
| 3 | 5 | Which training technique involves role playing and case studies? a) Off-the-job training b) On-the-job training c) Induction training d) Apprenticeship | K1 | CO3 |
| | 6 | Associate training with which of the following benefits. a) Higher employee turnover b) Lower productivity c) Enhanced skills and efficiency d) Reduced employee engagement | K2 | CO3 |
| 4 | 7 | What is the systematic process of determining the relative worth of jobs in an organization? a) Incentive system b) Job evaluation c) Pay equity d) Compensation mix | K1 | CO4 |
| | 8 | Predict the retirement benefit that provides monthly pension after service. a) Provident Fund b) Gratuity c) Employees' Pension Scheme (EPS) d) Group Insurance | K2 | CO4 |
| 5 | 9 | What is the primary objective of Industrial Relations? a) Increase employee turnover b) Promote conflict between workers and employers c) Maintain harmonious relations between employer and employees d) Reduce the working hours of labor | K1 | CO5 |
| | 10 | Associate grievance to: a) A criminal complaint b) A formal expression of dissatisfaction by an employee c) A holiday request d) A bonus offer | K2 | CO5 |

Cont...

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. | Describe the role of strategic human resource management. | K1 | CO1 |
| | (OR) | | | |
| | 11.b. | Describe the new challenges for human resource management created by workforce diversity. | | |
| 2 | 12.a. | Examine the steps in interview process. | K3 | CO2 |
| | (OR) | | | |
| | 12.b. | Examine the merits and demerits of seniority as the basis of promotion. | | |
| 3 | 13.a. | Explain the importance of training. | K4 | CO3 |
| | (OR) | | | |
| | 13.b. | Explain the essentials of an effective performance appraisal system. | | |
| 4 | 14.a. | Explain the objectives of job evaluation. | K5 | CO4 |
| | (OR) | | | |
| | 14.b. | Explain the advantages of incentive plans. | | |
| 5 | 15.a. | Explain the advantages of a grievance procedure. | K5 | CO5 |
| | (OR) | | | |
| | 15.b. | Explain the conditions for successful collective bargaining. | | |

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 | Describe the role of human resource manager. | K1 | CO1 |
| 2 | 17 | Examine the sources of recruitment. | K3 | CO2 |
| 3 | 18 | Explain the various stages involved in the process of training. | K4 | CO3 |
| 4 | 19 | Explain the methods of wage payment. | K5 | CO4 |
| 5 | 20 | Explain the contemporary issues in HRM. | K5 | CO5 |

Z-Z-Z

END