

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

MCom DEGREE EXAMINATION MAY 2022  
(Fourth Semester)

Branch – COMMERCE

HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (10 x 1 = 10)

1. Human resource management is primarily concerned with \_\_\_\_\_.  
(i) Sales (ii) Dimensions of people  
(iii) External environment (iv) Internal environment
2. Human resource policies are  
(i) Mitigate the company's risk of liability (ii) Increase the benefit  
(iii) Reduce the labour turnover (iv) Risk and Return
3. Recruitment and selection involves the following except \_\_\_\_\_.  
(i) Building a pool of candidates (ii) Completing application form by applicants  
(iii) Reduction of the work force (iv) Employment planning and forecasting
4. \_\_\_\_\_ is the process of forecasting an organisations future demand for, and supply of, the right type of people in the right number.  
(i) Human Resource Planning (ii) Recruitments  
(iii) Human Resource Management (iv) Human Capital Management
5. The demerit of Employee empowerment is \_\_\_\_\_.  
(i) Non- financial incentive (ii) Demoralisation  
(iii) Morale (iv) Debeurocratisation
6. On the training methods is based on \_\_\_\_\_.  
(i) Demonstration training (ii) Apprenticeship training  
(iii) Informal training (iv) All of the above
7. Basis of Job Evaluation is \_\_\_\_\_.  
(i) Job design (ii) Job ranking  
(iii) Job analysis (iv) All of the above
8. \_\_\_\_\_ is an objective assessment of an individual's performance against well-defined benchmarks.  
(i) Performance Appraisal (ii) HR Planning  
(iii) Information for goal identification (iv) HR Management
9. Factors involved in QWL \_\_\_\_\_.  
(i) Individual factors (ii) Organisational factors  
(iii) Job factors (iv) All of the above
10. Absenteeism refers \_\_\_\_\_.  
(i) To the habitual non-presence of an employee at their job.  
(ii) Quality  
(iii) Quantity  
(iv) Decision making

Cont...

**SECTION - B (35 Marks)**

Answer ALL Questions

ALL Questions Carry EQUAL Marks (5 x 7 = 35)

- 11 a Determine the qualities of a Human Resources Management.  
OR  
b Explain the types of Human Resources Policies.
- 12 a State the objectives of HR Planning.  
OR  
b Mention the external sources of recruitment.
- 13 a Explain the merits and demerits of On-the -Job Training.  
OR  
b How will you evaluate the executive development program?
- 14 a Classify the different methods of job evolution.  
OR  
b Discuss the various factors that determine the wage policy of an organisation.
- 15 a State the importance of collective bargaining.  
OR  
b Evaluate the measures that can be adopted to improve Quality of Work Life.

**SECTION - C (30 Marks)**

Answer any THREE Questions

ALL Questions Carry EQUAL Marks (3 x 10 = 30)

- 16 Explain the various functions of HRM.
- 17 Discuss the various stages involved in the selection of candidates for jobs in an organisations.
- 18 Explain the various steps involved the process of career planning.
- 19 Enumerate the various methods available for appraising the performance of employees.
- 20 Elucidate the problems faced by the trade union movement in India. Suggest remedies.

Z-Z-Z

END