

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MCom DEGREE EXAMINATION MAY 2026
(Fourth Semester)

Common to Branches – **COMMERCE/ COMMERCE WITH COMPUTER APPLICATIONS**

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	What is the primary objectives of human resource management a) Maximum Employee Turn Over b) Managing Human Capital Efficiently c) Reducing Employee Benefits d) Increasing working Capital	K1	CO1
	2	Human resource planning is compulsory for a) Effective employee development program b) base for Requirement c) base for selection policy d) All of these	K2	CO1
2	3	Employee empowerment means a) Giving Employees more Authority and Responsibility b) Increasing Working Hours c) Reducing Salaries d) Eliminating Employee Participation	K1	CO2
	4	Employee empowerment involves a) Increased Responsibility b) Salary Deduction c) Work load elimination d) Decreasing Job roles	K2	CO2
3	5	Which of the following is a method of collection of information for job analysis ? a) questionnaire Analysis b) Ratio Analysis c) Optimization models d) Trend analysis	K1	CO3
	6	Job Evaluation mainly used for a) Determining Fair Employee Compensation b) Increasing Work Pressure c) Reducing Training Programs d) Assigning Random Tasks	K2	CO3
4	7	Which of the following is a type of E-HRM ? a) Strategic E-HRM b) Industrial E-HRM c) Production Based E-HRM d) Marketing E-HRM	K1	CO4
	8	Employee welfare programs aims to a) Stop Employee Benefits b) Increase Work Stress c) Reduce Promotions d) Improve Well Being	K2	CO4
5	9	Data driven HR strategies help on a) Reducing HR Policies b) Employee Termination c) Sustainable HR Practices d) Increasing Paper Usage	K1	CO5
	10	A challenge in remote team management is a) increased office meetings b) Communication Barriers c) More in Person Collaboration d) Less Use of Technology	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.	Classify the different Types of HR Models.	K4	CO1
		(OR)		
	11.b.	List Out the Importance of Human resource Planning.		
2	12.a.	Outline the objectives of Executive development.	K2	CO2
		(OR)		
	12.b.	Summarize various Steps in career planning process.		
3	13.a.	Identify the role of Job Evaluation.	K3	CO3
		(OR)		
	13.b.	Organize the factors determining Wages and Salary.		
4	14.a.	Explain the Types of E-HRM.	K5	CO4
		(OR)		
	14.b.	Interpret the legal provisions for Industrial Safety.		
5	15.a.	Analyse the role of Green HRM.	K4	CO5
		(OR)		
	15.b.	List out Data –Driven HR Strategies.		

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	List out the nature and scope of Human Resource management.	K4	CO1
2	17	Evaluate different methods of employee training and their effectiveness.	K4	CO2
3	18	Analyze the effectiveness of performance appraisal methods in an Organization.	K4	CO3
4	19	Explain the role of collective bargaining in workforce Participation and Management.	K5	CO4
5	20	Evaluate the advantages and challenges of Remote work in Modern Business Environment.	K5	CO5

Z-Z-Z

END