

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2022
(Sixth Semester)

Branch – COMMERCE (PROFESSIONAL ACCOUNTING)

DISCIPLINE SPECIFIC ELECTIVE II : 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
 - (i) Pervasive nature
 - (ii) Evasive nature
 - (iii) Decisive nature
 - (iv) Inclusive nature
2. Strategic thinking is the process of
 - (i) Long term activity
 - (ii) Short term activity
 - (iii) Continuous activity
 - (iv) Short and long term activity
3. Recruitment and selection must be effective to ensure
 - i) Offsets high labour turnover
 - ii) Delivers the highest caliber of individuals at optimum cost
 - iii) To have a surplus in case of sickness and absences
 - iv) Encourage new blood into the organisation
4. The activity by means of which the enterprise determines the extent to which employees is performing the job effectively is called as
 - (i) Job evaluation
 - (ii) Work evaluation
 - (iii) Performance evaluation
 - (iv) Organizational evaluation
5. Which of the following is a method used in organizational training needs assessment?
 - i) Consideration of current and projected changes
 - ii) Rating scales
 - iii) Interviews
 - iv) Questionnaire
6. Which one is not a part of effective organization's career planning process?
 - i) Assessment of occupational and career choice
 - ii) Personal Assessment
 - iii) Annual appraisal and development programme
 - iv) Incentive management
7. Which performance appraisal method consumes a lot of time
 - (i) Essay method
 - (ii) Rating scales
 - (iii) Critical incident
 - (iv) Tests and observation
8. Job evaluation is based on the
 - (i) Complexity of the job to perform
 - (ii) Conceptual skill required by the job
 - (iii) Relative job worth for an organization
 - (iv) Physical skills required by the job
9. When an employee breaks down physically and emotionally due to continuous work over a long period of time is called as
 - (i) Stress
 - (ii) Burnout
 - (iii) Rustout
 - (iv) Stress and Burnout
10. Failure to report to work is called as
 - (i) Lack of commitment
 - (ii) Absenteeism
 - (iii) Burnout
 - (iv) Immoral activity

Cont...

SECTION - B (35 Marks)

Answer ALL Questions

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

11. a. What are the objectives of Human Resource management?
OR
b. Discuss about the human resource policies.
12. a. Explain how important is human resource planning?
OR
b. Write short note on job analysis and job design.
13. a. How useful is the executive development of an organisation?
OR
b. Write a brief note on employee empowerment.
14. a. Explain about the benefits of job evaluation.
OR
b. Write a brief note on transfer and demotion.
15. a. Discuss about collective bargaining.
OR
b. Discuss about the ways in managing the stress.

SECTION - C (30 Marks)

Answer any THREE Questions

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

16. Discuss about the role of human resource manager in this modern world.
17. Briefly discuss about the steps in recruitment.
18. How can career planning and development be executed in an organisation?
19. Discuss about the modern methods of performance appraisal.
20. Explain about the employee's health and safety.

Z-Z-Z

END