

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BA DEGREE EXAMINATION MAY 2022
(Sixth Semester)

Branch – SOCIOLOGY

DISCIPLINE SEPECIFIC 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 emphasis _____.
(i) Development of people (ii) Punishment of people
(iii) Adoption of people (iv) Growth of the people
2. Find the basic managerial functions of HRM are _____.
(i) Planning, organising, staffing
(ii) Planning, organising and co-ordinating
(iii) Planning, organising, directing and controlling
(iv) Controlling and planning
3. Following are the characteristics of HRM except _____.
(i) Pervasive function (ii) Interdisciplinary function
(iii) Integrating mechanism (iv) Job oriented
4. The process of familiarizing the new employees to the organisation rules and regulations is known as _____.
(i) Placement (ii) Induction
(iii) Recruitment (iv) Selection
5. _____ is a device or situation that replicates job demands at on the job site.
(i) Brainstorming (ii) Simulation
(iii) Artificial intelligence (iv) Transactional analysis
6. _____ is a factual statement of tasks & duties involved in a job.
(i) Job description (ii) Job specification
(iii) Job Analysis (iv) Job evaluation
7. _____ the more compensable factor a job possess the more points are assigned to it _____.
(i) Ranking method (ii) Grading method
(iii) Point rating method (iv) Factor comparison
8. The combination of peer, superior, subordinate and self-review appraisal is known as _____.
(i) 360° appraisal (ii) Human resource accounting system
(iii) All round review (iv) Feed forward
9. _____ is a statement which shows a maximum acceptable human qualities necessary to perform a job satisfactorily.
(i) Job evaluation (ii) Job description
(iii) Job specification (iv) Job training
10. A dispute or disagreement about any terms and conditions of employment is called _____.
(i) Grievance (ii) Discipline
(iii) Punishment (iv) Duty

Cont...

SECTION - B (35 Marks)

Answer ALL Questions

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

11. a) Explain the objectives of the Personnel Management?

OR

b) Bring out the significance of HRM

12. a) Narrate the concept of HR Planning.

OR

b) Highlight the benefits of HR Planning.

13. a) Give an outline on Training Process.

OR

b) Sketch out the Career Development.

14. a) Describe the need and objectives of Job Evaluation.

OR

b) Mention the relationship between Stress management and quality of work.

15. a) Summarise the importance of Collective Bargaining.

OR

b) State the methods of Human Resource Information System.

SECTION - C (30 Marks)

Answer any THREE Questions

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

16. Point out the scope and objectives of Human Resource Management.

17. Differentiate the Vertical and Horizontal level of HR Planning.

18. Discuss the various steps in training programs.

19. Examine the importance and needs of Employee morale and motivation.

20. Elaborate various disciplinary processes involving in the building relationships.

Z-Z-Z

END