

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2023
(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) Employer Oriented (ii) Employee Oriented
(iii) Legally Oriented (iv) None of the above
- 2 Which of the following fields requires a skilled HR professional
(i) People Handling (ii) Clarifying
(iii) Both a & b (iv) None
- 3 The position analysis is the questionnaire for Job analysis is
(i) Quantitative techniques (ii) Qualitative techniques
(iii) Both a & b (iv) None of the above
- 4 Which mode of recruitment is through advertisements, newspapers, and want ads?
(i) Direct (ii) Indirect
(iii) On Payroll (iv) None of the above
- 5 In what way does training and development offer a competitive advantage to an organization?
(i) It reduces performance deficiencies
(ii) It ensures employee compliance
(iii) It increases the supervisor's role
(iv) none of the above
- 6 Which of the following is the core of all HRD efforts?
(i) Better coordination among employees
(ii) Internal control of activities
(iii) Workplace Learning
(iv) Employee satisfaction
- 7 The basic compensations given to employees as salaries or wages are called
(i) basic pay (ii) Wages
(iii) Variable pay (iv) Salaries
- 8 The following is paid only at the time of employee exit after serving more than five years
(i) Perquisites (ii) Claims
(iii) Gratuity (iv) Allowances
- 9 When industrial development is increased by HR, it also stimulates
(i) Organizational modifications (ii) economy
(iii) technology (iv) socio-cultural change
- 10 _____ influence the financial wealth of the organization.
(i) technological condition (ii) Social condition
(iii) Political condition (iv) economical condition

Cont...

SECTION - B (35 Marks)

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks

(5 x 7 = 35)

- 11 a Outline the scope of HRM.
OR
b Differentiate between Personnel management and HRM.
- 12 a Discuss barriers to effective Selection.
OR
b Elaborate on various methods and benefits of Socialisation.
- 13 a Classify different 'On the job' training methods.
OR
b Explain the importance of Employee Empowerment activities in companies.
- 14 a Summarize Various Financial Motivation methods for employees.
OR
b Bring out points to justify 'Punishment is not always suggested motivation method' for improving the performance of the employees.
- 15 a Analyze the steps for ensuring employees' safety in the workplace of a construction firm.
OR
b Describe the roles of Trade Unions in supporting employees' requirements in the job.

SECTION - C (30 Marks)

Answer any **THREE** Questions

ALL Questions Carry **EQUAL** Marks

(3 x 10 = 30)

- 16 Elucidate the factors affecting HR policy. Explain the process of formulating HR policies.
- 17 State guidelines for effective Human Resource Planning.
- 18 Explain the steps and importance of Human Resource Development in empowering employees.
- 19 Highlight the advantages and disadvantages of Competency-Based Compensation.
- 20 Justify the methods to ensure Quality of Working Life among employees.

Z-Z-Z

END