

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom DEGREE EXAMINATION MAY 2023
(Sixth Semester)

Branch – COMMERCE (RETAIL MARKETING)

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. HRM is _____.
(i) Employee oriented (ii) Employer oriented
(iii) Legally oriented (iv) Goal oriented
2. The objectives of HRM are categorized as _____.
(i) personal objectives (ii) Functional objectives
(iii) organizational and social objectives (iv) All of the above
3. The process of determining the nature and contents of a job is called _____.
(i) job description (ii) job specification
(iii) job analysis (iv) job evaluation
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. Job evaluation begins with job analysis and ends up with the classification of _____ according to their worth.
(i) wages (ii) posts (iii) jobs (iv) roles
6. Job evaluation helps to _____ wage inequities
(i) discriminate (ii) eliminate (iii) differentiate (iv) participate
7. In 1993 _____ brought out the suggestion process.
(i) Director (ii) Enterprise
(iii) Joint management (iv) Workers
8. _____ is a popular form of labour participation in Management.
(i) Co-partnership (ii) Work directors
(iii) Joint consultation (iv) Management councils
9. Ethnocentric means _____.
(i) continental based (ii) Home country based
(iii) Global based (iv) None of the above
10. The main changes required in labour competencies _____.
(i) Economical (ii) Technical (iii) Political (iv) Socio cultural

Cont...

SECTION - B (35 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 7 = 35)

11. a) What are the role of Human Resource Manager?
OR
b) Mention the objectives of HRM.
12. a) Outline the importances of Job Analysis.
OR
b) Explain about Job Description.
13. a) Discuss the various stages of the selection process.
OR
b) Bring out the different types of Interviews.
14. a) Narrate the sources of Employee Grievance.
OR
b) List out the process of career planning.
15. a) Explain the techniques of performance appraisal.
OR
b) What are the advantages of job evaluation?

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. Elaborate the process of Job Specification.
18. Discuss the various sources of recruitment.
19. Describe the different methods of training.
20. What are the essentials of an effective performance appraisal system? Explain.

Z-Z-Z

END