

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

PGDHRM DEGREE EXAMINATION MAY 2024
(Second Semester)

Branch – PG DIPLOMA IN HUMAN RESOURCE MANGEMENT

HUMAN RESOURCE MANAGEMENT – II

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	Basic managerial functions of HRM area _____ a. Planning, organising, staffing b. Planning, organising and co-ordinating c. Planning, organising, directing and controlling d. None of these	K1	CO1
	2	Which of the following statement is/are correct? _____ a. HRM is a strategic management functions b. Under HRM employee is treated as resource c. HRM is the management of skills, talent and abilities d. HRM lacks the organisation to achieve its goals	K2	CO1
2	3	Relative worth of a job is known by _____ a. Job design b. Job analysis c. Job evaluation d. Job change	K1	CO2
	4	Process of studying and collecting information about a job is known as _____ a. Planning b. Job design c. Job analysis d. Job evaluation	K2	CO2
3	5	Forecast requirements, besides demand, essentially take into account _____ a. Processes b. Consumers c. Supply of labor d. Products	K1	CO3
	6	How often HR planning process is implemented within an organization? a. Continuously b. Annually c. Bi-annually d. Quarterly	K2	CO3
4	7	The combination of peer, superior, subordinate and self-review appraisal is known as _____ a. 360° appraisal b. Human resource accounting system c. All round review d. Feed forward	K1	CO4
	8	Modern method of performance appraisal are: _____ a. Assessment centre method b. Management by objectives c. BARS (Behaviorally anchored rating scale) d. All of these	K2	CO4
5	9	Which multinational bank used business sponsors to monitor international assignees? a. Oman International Bank b. Falcon International c. HSBC d. Barclays	K1	CO5

Cont...

5	10	What is the major problem with the theorizing of strategic IHRM? a. It becomes obsolete very quickly as change occurs so fast b. It is biased towards western ideas c. It tends to offer a highly idealized perspective on strategy formulation d. It fails to incorporate conflict	K2	CO5
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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.	Explain the Scope of Human Resource Management.	K5	CO1
	(OR)			
	11.b.	Explain the Changing Role of HRM.		
2	12.a.	Explain the Human Resources Forecasting.	K5	CO2
	(OR)			
	12.b.	Analyze the Job description and specifications.	K4	
3	13.a.	Categorize the Role of HR in Service Industries.	K4	CO3
	(OR)			
	13.b.	Explain the Total Quality Management.	K5	
4	14.a.	List today's Innovations in Compensation Management.	K4	CO4
	(OR)			
	14.b.	Evaluate the 360 Degree Appraisal.	K5	
5	15.a.	Criticize the Challenges of International HR Managers.	K5	CO5
	(OR)			
	15.b.	Explain about Human Resource Information System	K5	

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	Appraise the required Competences of a HR Manager.	K5	CO1
2	17	Assess the Human Resource Requirements of a new IT Industry.	K5	CO2
3	18	Examine the Role of HR in Govt. and Public Systems.	K4	CO3
4	19	Explain the Objectives and Methods of Performance Appraisal.	K5	CO4
5	20	Examine the Emerging horizons of HRM.	K4	CO5

Z-Z-Z END