

**PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)**

**BCom DEGREE EXAMINATION MAY 2024
(Sixth Semester)**

Branch – **COMMERCE (PROFESSIONAL ACCOUNTING)**

**DISCIPLINE SPECIFIC ELECTIVE – II: HUMAN RESOURCE
MANAGEMENT**

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

(5 x 1 = 5)

1. One of the following is not a managerial function of HRM

(i) Planning	(ii) Organizing
(iii) Staffing	(iv) Retrenching
2. The process of identifying human resource needs and formulating plans to meet these Needs.

(i) HR Planning	(ii) Man power planning
(iii) IT Planning	(iv) Production planning
3. Training helps to improve and give higher _____.

(i) Productivity	(ii) Mobility
(iii) Viability	(iv) Vitality
4. Performance appraisal refers to-----of an employee

(i) Training.	(ii) Placement.
(iii) Assessment.	(iv) Induction.
5. Collective bargaining is an action of _____.

(i) An individual	(ii) Manager
(iii) State	(iv) Group

SECTION - B (15 Marks)

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks

(5 x 3 = 15)

- 6 a Narrate the role of HR Manager.
OR
b State the significance of strategic HRM.
- 7 a Explain the various sources of employee recruitment.
OR
b Describe about E-selection and Recruitment.
- 8 a Summarize the features of executive development.
OR
b Bring out the advantages of employee empowerment.
- 9 a Show the important principles of sound wage policy.
OR
b State the meaning of transfer and demotion.
- 10 a Discuss the significance of collective bargaining.
OR
b State the meaning of quality of working life.

Cont...

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a Identify the functions of human resource department.
OR
b Discuss about various human resource policies.
- 12 a Discuss the steps involved in employee selection process.
OR
b Highlight the importance of E-performance management.
- 13 a Enumerate the various methods of executive development.
OR
b Point out the features of career planning and development.
- 14 a Enumerate the different methods of employee performance appraisal.
OR
b Classify various methods of employee compensation.
- 15 a Summarize the important causes of labour turnover.
OR
b Examine the process managing employee stress in an organization.

Z-Z-Z

END