PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MCom(CA) DEGREE EXAMINATION MAY 2022
(Fourth Semester)

Branch – COMMERCE (COMPUTER APPLICATION)

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. Which of the following correctly defines the Human Resource Department?
   (i) Functional department   (ii) Service department
   (iii) Line department   (iv) Authority department

2. Who laid the foundation of Human Resource Management practices?
   (i) David C. McClelland   (ii) Roethlisberger and Dickinson
   (iii) Peter Drucker and Douglas McGregor (iv) Elton Mayo

3. What is the need for Human Resource Planning?
   i) For undergoing an effective employee development program
   ii) To represent a base for recruitment
   iii) To represent a base for selection policy
   iv) All of the above

4. Which is considered to be a vertical move in terms of rank and responsibilities?
   (i) Appraisal   (ii) Reward
   (iii) Increment   (iv) Promotion

5. Which of the following is involved in the in-basket training?
   (i) Simulation   (ii) on-the job training
   (iii) Vestibule training   (iv) Coaching

6. Under which of the following system the employees role of the roles in career planning is to introduce and strengthen?
   (i) Career Progression   (ii) Self Development
   (iii) Economical Development   (iv) Skill Enhancement

7. Which of the following provides necessary information for job evaluation?
   (i) Job Enrichment   (ii) Job Description
   (iii) Job Ranking   (iv) Job Enlargement

8. Which of the following is enhanced by 360-degree feedback?
   (i) Managerial decisions   (ii) HR decisions
   (iii) HRD   (iv) All of the above

9. What should be the minimum number of employee required to register a trade union?
   (i) Five   (ii) Seven   (iii) Nine   (iv) Eleven

10. Which of the following involves one to one interaction amid the administer and the participant?
    (i) Motivation   (ii) Counseling
    (iii) Training   (iv) All of the above

SECTION – B (35 Marks)
Answer ALL Questions
ALL Questions Carry EQUAL Marks (5x7 = 35 Marks)

11 a   Discuss the importance of HRM.
                        OR

b. Show the competencies of HR Manager.

12 a. Prepare the characteristics of HR Planning.

OR

b. Discuss the process of recruitment.

13 a. Why is training important? Sketch out the importance Training.

OR

b. Illustrate the process of career planning.

14 a. Analyse the characteristics of performance appraisal.

OR

b. Discuss the objectives of job evaluation.

15 a. State the effect of absenteeism.

OR

b. Sketch out the conditions for successful collective bargaining.

SECTION – C (30 Marks)
Answer any **THREE** Questions
ALL Questions Carry **EQUAL** Marks (3x10 = 30 Marks)

16 Analyze the functions of HRM.

17 Determine the process of job analysis.

18 Elucidate the methods and techniques of training.

19 Predict the process of performance appraisal.

20 Assess the functions of trade unions.

Z-Z-Z END