

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BA DEGREE EXAMINATION DECEMBER 2022
(Sixth Semester)

Branch – SOCIOLOGY

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 Find the odd one out from following options with regard to objectives of Personnel Management.
(i) Training (ii) Recruitment
(iii) Administration of Earning (iv) Manpower Planning
- 2 Assertion (A): Human Resource Manager helps organization to reach its goals.
Reason (R): Human Resource Manager needs to get the right people into the right place at the right time.
(i) Both A and R are correct
(ii) Both A and R are incorrect
(iii) Both A and R are correct and R is the correct explanation of A
(iv) A is correct but R is incorrect
- 3 Identify the basic condition of Human Resource Planning is based on _____.
(i) Market Condition (ii) Financial Condition
(iii) External Environment (iv) Organizational Plan
- 4 Name the Recruitment Process in which the candidates are shortlisted fulfilling the minimum requirements of the job.
(i) Placement Screening (ii) Pre-employment Screening
(iii) Compensatory Screening (iv) Affirmative Screening
- 5 State the appropriate duration of Training Process is _____.
(i) Short Term (ii) Medium Term
(iii) Long Term (iv) Sub Term
- 6 Which of these is an off-the-job training method?
(i) Television (ii) Job Rotation
(iii) Orientation Training (iv) Coaching
- 7 Indicate the Job Evaluation Process, in which the raters categorize jobs into groups is called _____.
(i) Point Method (ii) Job Classification
(iii) Job Grading (iv) Aligned Reward Strategy
- 8 Which of the following option is component of remuneration?
(i) Fringe Benefit (ii) Commitment
(iii) External Quality (iv) Motivation
- 9 Who coined the term 'Collective Bargaining'?
(i) Reed Richardson (ii) Kurt Lewin
(iii) W.B.Deming (iv) Sydney Webb and Beatrice Webb
- 10 What is a key benefit of any Human Resource Information System?
(i) The number of software applications in the system
(ii) Comprehensive reports on employees' health status
(iii) The generation of reports
(iv) Up-to-date technical hardware and software

Cont...

SECTION - B (35 Marks)

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks (5 x 7 = 35)

- 11 a Outline the Managing and Operative Functions of Personnel Management.
OR
b State the Significance of Human Resource Management in the context of Globalization.
- 12 a Bring out the importance of Vertical and Horizontal Communication in the effective Management.
OR
b What do you understand by Induction? Sketch out the importance of Proper Induction Process.
- 13 a Explain three forms of Retirement systems.
OR
b What do you understand by Organization Initiated Transfer? How is it different from Personal Transfer?
- 14 a Summarize the factors affecting Employee Morale in an Organization.
OR
b Briefly describe the recent developments in Job Evaluation System.
- 15 a Put forth various styles of Managerial Decision Making in the contemporary era.
OR
b Point out the Stages of Disciplinary Action Procedures.

SECTION - C (30 Marks)

Answer any **THREE** Questions

ALL Questions Carry **EQUAL** Marks (3 x 10 = 30)

- 16 Examine the functions, responsibilities and qualities of HR Manager.
- 17 Enumerate the Needs, Objectives and Process of Human Resource Planning.
- 18 Elaborate the Cognitive and Behavioural Method of Training and Development of Employee in the Modern Era.
- 19 Describe the Principles of Salary and Wage Administration in the Post Independent Era.
- 20 Discuss merits of computerization and its applications in effective Human Resource Information System.

Z-Z-Z

END