

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BVoc DEGREE EXAMINATION MAY 2022
(Fourth Semester)

Branch – **HOSPITALITY MANAGEMENT**

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 is responsible for maintaining good human relations in the organisation
(i) Personnel management (ii) Human resource development
(iii) Human resource practices
2. Name Human Resource Management is a ----- function of management
(i) Pervasive (ii) Complete (iii) Persuasive (iv) All the three
3. Motivation of workforce by providing financial incentives and -----
(i) Promotion (ii) Encouragement (iii) Enrichment (iv) Employment
4. Training and development of employees is for their -----
(i) Efficiency (ii) Performance (iii) Growth (iv) Both a & c
5. ----- benefits to achieve higher standard of living and to motivate them to show higher productivity
(i) Welfare (ii) Monetary (iii) Fringe (iv) Children welfare
6. Which of the following is not an employment function?
(i) Recruitment (ii) Selection (iii) Advertisement (iv) Training
7. Transfer from one job to another is an example of -----
(i) Job enrichment (ii) Job up gradation
(iii) Motivation (iv) Appraisal of performance
8. Who is an example of Managerial function?
(i) Development (ii) Planning (iii) Procurement (iv) Compensation
9. Supply of skilled workers is done by ----- management
(i) Human resource (ii) Scientific (iii) Human relations (iv) Industrial relations
10. ----- refers to a temporary fixing of wages at a certain level, especially during economic difficulties
(i) Fair wage (ii) Real wage (iii) Wage freeze (iv) Subsistence wage

SECTION - B (25 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** Marks

(5 x 5 = 25)

11. (a) Explain information does job analysis provide.
(OR)
(b). What is job re-engineering?

Cont...

12. (a) Write the uses of performance appraisal.
(OR)
(b) Summarise periodic evaluation?
13. (a) State impact job satisfaction has on productivity of an employee?
(OR)
(b) Choose the negative aspect of job evaluation?
14. (a) Develop the basic concept of compensation?
(OR)
(b). Differentiate between wage and salary.
15. (a) Organize training programmes are evaluated?
(OR)
(b). How training help employee to increase their level of performance and improve quality?

SECTION -C (40 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** Marks (5 x 8 = 40)

16. (a) Enumerate the roles & challenges of a HR manager.
(OR)
(b). How forecasting demand of manpower is carried out?
17. (a) Write the purpose & need of induction training.
(OR)
(b). What is the purpose of job description?
18. (a) Explain different components of a compensation system.
(OR)
(b). Mention different types of compensation and describe any two.
19. (a) State the advantages of an Incentive plan.
(OR)
(b) Write the job/duties of an Interviewer.
20. (a) Mention essential HR manager skills and competencies.
(OR)
(b) What are the main principles of selection?

Z-Z-Z END