

Exam Date & Time: 26-Sep-2020 (02:00 PM - 05:30 PM)



PSG COLLEGE OF ARTS AND SCIENCE

Note: Writing 3hrs: Checking & Inserting Image : 30mins

MCom/MCom(CA) DEGREE EXAMINATION MAY 2020
(Fourth Semester)

Common to Branches - COMMERCE & COMMERCE WITH COMPUTER APPLICATIONS
HUMAN RESOURCE MANAGEMENT [18COP21]

Marks: 75

Duration: 210 mins.

SECTION A

Answer all the questions.

- 1) HRM function is
 - (i) universal
 - (ii) sector-specific
 - (iii) economic function
 - (iv) all of the above

(1)

- 2) HRM is a
 - (i) line function
 - (ii) staff function
 - (iii) lower level management
 - (iv) staff function and line responsibility

(1)

- 3) The process of evaluating the relative worth of a job is
 - (i) job description
 - (ii) job evaluation
 - (iii) merit rating
 - (iv) job rotation

(1)

- 4) The measure of non-intellectual traits is done by
 - (i) aptitude test
 - (ii) personality test
 - (iii) ability test
 - (iv) judgment test

(1)

- 5) Sensitivity training is called
 - (i) Z group training
 - (ii) T group training
 - (iii) X group training
 - (iv) All of the above

(1)

- 6) Activities and processes undertaken by the organization to enable the employee to achieve his career objectives is
 - (i) Career development
 - (ii) Career Planning

(1)

- (iii) Career Management
- (iv) None of the above

- 7) The workers will be paid on the basis of the time spent by them on the job irrespective of the quantum of work done is known as _____.
- (i) Piece Wage system
 - (ii) Time Wage System (1)
 - (iii) Balance Method
 - (iv) None of the above
- 8) Employee is assessed in terms of positive and negative behaviour recorded in log book under _____.
- (i) MBO method
 - (ii) Critical incident method (1)
 - (iii) BARS method
 - (iv) Field review method
- 9) Bargaining intended to change the mindset of parties is _____.
- (i) Distributive bargaining
 - (ii) Integrative bargaining (1)
 - (iii) Attitudinal bargaining
 - (iv) All of the above
- 10) Bhopal gas tragedy took place in India in the year _____.
- (i) 1984
 - (ii) 1985 (1)
 - (iii) 1986
 - (iv) 1990

SECTION B

Answer all the questions.

- 11) Discuss the qualities of a good HR manager. (7)
- a)
 - [OR] Bring out the features of human resource management. (7)
 - b)
- 12) Explain the various sources of recruitment? (7)
- a)
 - [OR] Determine the barriers to effective HRP? (7)
 - b)
- 13) Define training and development. Describe on the job training methods. (7)
- a)
 - [OR] Describe the career anchors. (7)
 - b)
- 14) State the objectives of performance appraisal. (7)

- a)
[OR] Explain the different methods of wage payment. (7)
b)
- 15) Discuss the causes of stress. (7)
- a).
[OR] Highlight the objectives of workers participation in management. (7)
b)

SECTION C

Answer 3 out of 5 questions.

- 16) Define HRM. Explain the various functions of HRM. (10)
- 17) Discuss the techniques of job analysis. (10)
- 18) Elucidate "off the job" training methods. (10)
- 19) Describe the various methods of job evaluation. (10)
- 20) Describe the provisions of the Factories Act, 1948 in relation to employee safety and health. (10)

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