

(6 pages)

Reg. No. : .....

Code No. : 20442 E Sub. Code : SMCO 34

B.Com. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2018.

Third Semester

Commerce — Main

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2017 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer.

1. The main objective of Human Resource Management is
  - (a) Personal objective
  - (b) Enterprise objective
  - (c) Social objective
  - (d) All of these

2. The details about jobber is
  - (a) Job specification
  - (b) Job description
  - (c) Job enlargement
  - (d) None of these
3. Industrial dispute exists between \_\_\_\_\_.
  - (a) Employee employee
  - (b) Employer employee
  - (c) Employer employer
  - (d) None of these
4. \_\_\_\_\_ is used to understand the problem of subordinates.
  - (a) Man power planning
  - (b) Selection
  - (c) Training
  - (d) Performance appraisal
5. Conference is a \_\_\_\_\_ methods.
  - (a) Promotion
  - (b) Planning
  - (c) Training
  - (d) Motivation

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6. There are \_\_\_\_\_ training methods.  
 (a) 2 (b) 3  
 (c) 4 (d) 5
7. The concept of worker's participation in management was set up in the year \_\_\_\_\_.  
 (a) 1887 (b) 1897  
 (c) 1907 (d) 1917
8. Demotion is \_\_\_\_\_ movement.  
 (a) Horizontal (b) Top down  
 (c) Bottom up (d) Side wise
9. The reason for bad industrial relation is \_\_\_\_\_.  
 (a) Lock out (b) Strike  
 (c) Lay off (d) All of these
10. Worker participation is \_\_\_\_\_.  
 (a) De political democracy  
 (b) Industrial democracy  
 (c) Industrial relations  
 (d) Industrial dispute

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PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) What is Human Resource Management? State its needs.  
 Or  
 (b) Explain the components of management.
12. (a) Explain briefly the techniques of job analysis.  
 Or  
 (b) Discuss the elements of job evaluation.
13. (a) Explain measures to prevent Industrial dispute.  
 Or  
 (b) Describe the causes of Industrial dispute.
14. (a) Explain the importance of collective bargaining.  
 Or  
 (b) How does collective bargaining work? Explain.

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15. (a) Mention the objectives of performance appraisal.

Or

- (b) What is promotion? Explain its types briefly.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Explain briefly the various functions performed by a human resource management.

Or

- (b) Describe the challenges of HRM.

17. (a) What do you mean by Job Description? What are job specifications?

Or

- (b) Explain :

- (i) Job
- (ii) Job analysis aspect
- (iii) Formulation of the Job analysis.

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18. (a) What are the objectives of promotion policy?

Or

- (b) State the needs for employee training.

19. (a) Explain the machinery for settlement of industrial disputes.

Or

- (b) Examine the importance of industrial relations.

20. (a) Explain the forms of workers participation in management.

Or

- (b) Outline and ideal process of collective bargaining.

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