

(6 pages)

Reg. No. : .....

**Code No. : 22098 E      Sub. Code : CECO 52**

B.Com. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2024.

Fifth Semester

Commerce – Major Elective

**HUMAN RESOURCE MANAGEMENT**

(For those who joined in July 2021 & 2022 only)

Time : Three hours

Maximum : 75 marks

**PART A — (10 × 1 = 10 marks)**

Answer ALL questions.

Choose the correct answer.

1. The \_\_\_\_\_ focuses his attention in providing improving welfare facilities for employees.
- (a) HR Manager
  - (b) Functional Manager
  - (c) Arbitrator
  - (d) Adjudicator

2. Determining manpower needs of an organisation comes under

- (a) Organising
- (b) Planning
- (c) Performance evaluation
- (d) Controlling

3. \_\_\_\_\_ is the primary activity of human resource management.

- (a) Selection
- (b) Human Resource Information System
- (c) Human Resource Planning
- (d) Induction

4. Specifying requirement of the job for its efficient performance is

- (a) Job analysis                      (b) Job enlargement
- (c) Job rotation                      (d) Job specification

5. \_\_\_\_\_ improves skill levels of employees to ensure better job performance.

- (a) Training
- (b) Recruitment
- (c) Selection
- (d) Performance appraisal

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6. Reading books to update executive knowledge is
- Off-the-job training
  - On-the-job training
  - It is not a training
  - Sensitivity training
7. Lateral movement of an employee within the same grade is
- Promotion
  - Transfer
  - Demotion
  - Lay off
8. \_\_\_\_\_ method is a combination of ranking and point system job evaluation.
- Factor comparison
  - Point system
  - Executive
  - Ranking
9. \_\_\_\_\_ is a combination of both time and piece wage methods of wage payment.
- Balance method
  - Combined method
  - Time and piece wage method
  - Halsey plan

10. The gap between employee's expectation and the extent of fulfillment is \_\_\_\_\_.

- Arbitration
- Grievance
- Interview
- Opinion survey

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) Distinguish between Human Resource Management and Human Resource Development.

Or

- (b) Bring out the conditions for the success of Human Resource Management.

12. (a) What are the contents of Job description?

Or

- (b) What is placement? State its process.

13. (a) List out the importance of training.

Or

- (b) Elucidate "Off-the-job" training methods.



14. (a) Bring out the purpose of performance appraisal.

Or

- (b) Justify the need for promotion.

15. (a) Highlight the features of social security.

Or

- (b) Specify the objectives of compensation and reward.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Explain the steps involved in implementing a human resource information system.

Or

- (b) Discuss the emerging challenges of Human Resource Management.

17. (a) Elaborate on the various factors that influence recruitment process.

Or

- (b) Examine requisites of effective induction programme.

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18. (a) What are the responsibilities of management and employees for career development?

Or

- (b) Point out the characteristics of a good training programme.

19. (a) Define job evaluation. Write its advantages and limitations.

Or

- (b) Discuss the various methods for appraising performance of employees.

20. (a) List out the various legal provisions for industrial safety.

Or

- (b) Elucidate the time-based incentive plans with their relative merits and demerits.

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