

(6 pages)

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**Sub. Code : HKCE 41/
HKA E 41**

M.Com./M.Com. with Computer Applications (CBCS)
DEGREE EXAMINATION, APRIL 2017.

Fourth Semester

Commerce/Commerce with Computer Applications

Elective — HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2012 – 2015)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. HRM function does not include

- (a) Recruitment (b) Cost control
(c) Compensation (d) Training

2. The role of HR managers in an organisation is

- (a) supportive (b) creative
(c) routine (d) complementary

3. Job analysis involves examination and identification of

- (a) number of posts
(b) nature of employees
(c) nature of work responsibilities
(d) nature of compensation

4. Selection process does not include

- (a) application
(b) pay fixation
(c) interview
(d) medical examination

5. Evaluation of training programme aims at ascertaining

- (a) trainee achievement
(b) meeting of training goals
(c) subject covered
(d) number of faculty and trainee

6. Career development relates to development of

- (a) work nature
(b) employment status
(c) organisation structure
(d) number of posts

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7. A remuneration plan should provide for earnings on the basis of
- (a) hours worked (b) work turned out
 - (c) reduction in waste (d) both (a) and (b)
8. Fringe benefits include
- (a) extra commission
 - (b) provision of car
 - (c) working environment
 - (d) bonus
9. Improved industrial relations achieve
- (a) higher sales
 - (b) more wages
 - (c) reduce industrial dispute
 - (d) more awards
10. Non-economic causes of industrial disputes exclude
- (a) victimisation of workers
 - (b) sympathetic strike
 - (c) working hours
 - (d) political causes

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) Briefly state the objectives of HRM.
- Or
- (b) Explain the concept of strategic HRM.
12. (a) Narrate the process of job analysis.
- Or
- (b) Describe the role of employment exchanges in recruitment.
13. (a) Explain the benefits of employee training.
- Or
- (b) Discuss objectives of performance appraisal.
14. (a) State the importance of incentive plans.
- Or
- (b) Identify different fringe benefits offered to employees.



15. (a) Bring out the relationship between labour relations and employee security.

Or

- (b) Describe the concept of collective bargaining and its benefits.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Describe the evolution of concept of HRM and impact of technology on HRM.

Or

- (b) Discuss the role of HR managers in large organisations.

17. (a) Narrate the process of recruitment in a large labour oriented organisation.

Or

- (b) Elaborate the process of conducting an interview.

18. (a) Describe the contents of effective training programme.

Or

- (b) Discuss the career development initiatives for employees.

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19. (a) Describe the steps on devising a sound remuneration plan.

Or

- (b) What factors affect executive compensation?

20. (a) Elaborate the different approaches to IR.

Or

- (b) Narrate the various mechanisms available for preventing industrial disputes.

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