

CLASS: B.Com.

15A/95

St. JOSEPH'S COLLEGE (AUTONOMOUS) TIRUCHIRAPPALLI – 620 002

SEMESTER EXAMINATIONS – APRIL 2015

TIME: 3 Hrs.

MAXIMUM MARKS: 100

SEM	SET	PAPER CODE	TITLE OF THE PAPER
VI	2012	11UCO630303A	CORE ELECTIVE – III: HUMAN RESOURCE MANAGEMENT

SECTION – A

Answer all the questions:

20 x 1 = 20

Choose the correct answer:

- Human Resource Management comprises the following major aspects
 - Human, Human resources and Human resource management
 - Personal management, compensation, training, development
 - Training, Grievance management and worker education
 - All the above
- Process of ensuring that right number of employees work in the right place and at the right time in the right job is called _____.
 - Manpower planning
 - Work load analysis
 - Delphi technique
 - Job analysis
- Process of setting personal goal, developing strategies to achieve those goals and revising the goals based on experience is
 - Career management
 - Career development
 - Career putting
 - Career planning
- The important factor determining the wage policy of a concern is _____.
 - Availability of fund
 - Demand and supply forces
 - Pay policy of the competing firms
 - All the above

5. Hazard caused by bacteria, virus and fungi is _____.
- a) Environmental hazard
 - b) Chemical hazard
 - c) Biological hazard
 - d) Natural hazard

Fill in the blanks:

6. Managing people employed in the organization in order to accomplish the goals of the latter is _____.
7. The process of attracting potential people to apply for jobs is _____.
8. In management parlance career refers to _____.
9. The payment made at the end of the day's work is called as _____.
10. Stress and anxiety are _____ hazards.

State True or False:

11. HRM function is Universal.
12. Horizontal movement of employees among the job is called job rotation.
13. MBO concept was authored by Peter Drucker.
14. The stage where the probability of moving up and low is maintenance stage.
15. The process of evaluating the HR function is called training.

Match the following:

16. Orientation - a) Evaluating HR functions
17. HRP - b) Appreciation
18. Training - c) Work environment
19. Incentives - d) Right man to right place
20. HR Audit - e) Programmed learning

SECTION – B

Answer all the questions:

5 x 7 = 35

21. a. Write down the objectives of HRM.

OR

b. Enumerate the qualities of a good HR manager.

22. a. Mention the process of the job analysis.

OR

b. What are the objectives of HRP.

23. a. Explain the need for employee training.

OR

b. State the characteristics of career development.

24. a. Bring out the objectives of performance evaluation.

OR

b. Mention the different types of wages.

25. a. Give a brief account on Employee Grievance.

OR

b. Briefly explain on disciplinary action.

SECTION – C

Answer any THREE questions:

3 x 15 = 45

26. Explain the functions of HRM.

27. Write a detailed account on the sources of recruitment.

28. Explain on the job training methods.

29. What are the various methods of performance evaluation?

30. What do you understand by HR audit? Explain.
