

**E 1867**

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Reg. No.....

Name.....

**B.B.A. DEGREE (C.B.C.S.S.) EXAMINATION, OCTOBER 2015**

**Fifth Semester**

**Core Course—HUMAN RESOURCE MANAGEMENT**

(2013 Admissions)

Time : Three Hours

Maximum : 80 Marks

**Part A**

*Answer all questions.  
Each question carries 1 mark.*

1. What is Man power planning ?
2. What is Living wage ?
3. Define Recruitment.
4. What is meant by Placement ?
5. Define the term Productivity.
6. What is meant by Executive development ?
7. What is a wage Incentive ?
8. What is meant by wage Policy ?
9. What is Personality Test ?
10. What is merit Rating ?

(10 × 1 = 10)

**Part B**

*Answer any eight questions.  
Each question carries 2 marks.*

11. What is HRM ?
12. What do you mean by Goal-setting approach to performance appraisal ?
13. What do you mean by unsolicited applications ?
14. What is patterned interview ?
15. Explain the concept 'Fair wage'.
16. What are Fringe Benefits ?
17. Explain VRS.

**Turn over**

18. What is critical incident method ?
19. What is Job standardisation ?
20. Compare Job evaluation and performance appraisal.
21. What is Apprenticeship Training ?
22. What is Sensitivity Training ?

(8 × 2 = 16)

### Part C

*Answer any six questions.  
Each question carries 4 marks.*

23. Discuss the nature and objectives of HRM.
24. What are the basic issues that must be looked into while designing a compensation policy ?
25. Discuss various external and internal factors influencing the personnel function.
26. What are the on-the-job methods of executive development ?
27. What are the various external sources of recruitment ?
28. What are merits and demerits of promotion on seniority basis ?
29. Write notes on :
  - (a) Wage Boards.
  - (b) Prerequisites.
30. What is Job analysis ? What are its uses ?
31. Discuss the steps in manpower planning.

(6 × 4 = 24)

### Part D

*Answer any two questions.  
Each question carries 15 marks.*

32. Discuss the important training methods of employees.
33. What is Transfer ? What are the various kinds of Transfer ? What are the principles of a sound transfer policy ?
34. Discuss the objectives, advantages and limitation of career planning.
35. What is selection ? What are the various steps in selection ?

(2 × 15 = 30)