



1626

QP CODE: G 1626

Reg No :

Name :

M.Com DEGREE (CSS) PRIVATE EXAMINATION, NOVEMBER 2022**Second Semester****COMMERCE****CORE - CM010202 - HUMAN RESOURCE MANAGEMENT**

2019 ADMISSION ONWARDS

54EAACFF

Time: 3 Hours

Weightage: 30

Instructions (Applicable for 2020 & 2021 Admissions only) : *This question paper contains two sections. Answer section I questions in the answer book provided. Section II Internal examination questions must be answered in the question paper itself. Follow the detailed instructions given under section II.*

SECTION I**Part A (Short Answer Questions)***Answer any **eight** questions.**Weight **1** each.*

1. Define human resource management.
2. What is HR planning?
3. Discuss the need of personal counselling .
4. Briefly explain quality circle.
5. What do you mean by training evaluation? Explain its benefits
6. Distinguish between induction and training. Explain the significance of on- the- job training.
7. State the main parties involved in Industrial Relations.
8. What is Grievance handling?
9. What is the need for Human Resource Outsourcing?
10. Differentiate between comparative approach and outside authority approach to HR Audit?

(8×1=8 weightage)



Part B (Short Essay/Problems)

Answer any **six** questions.

Weight **2** each.

11. Explain the elements of a good induction programme.
12. Organisations can become dynamic and grow only when employee capabilities are continuously acquired, sharpened and used. Do you agree? Explain
13. Explain the qualities of an HRD manager.
14. Explain training for creativity and problem solving with its methods
15. Explain the benefits of an effective promotion policy
16. Discuss the term Sweat Equity Scheme.
17. *What are the purpose of maintaining HR records?*
18. Why HRA is significant to business organizations?

(6×2=12 weightage)

Part C (Essay Type Questions)

Answer any **two** questions.

Weight **5** each.

19. "A combination of several methods make data gathering for job analysis nearly perfect." Discuss the various methods of data collection for job analysis.
20. What is meant by Selection Interviewing? Explain the different types of Interview.
21. Explain the modern methods of employee performance appraisal. State the merits and demerits of each method.
22. Explain the various methods for evaluating a job.

(2×5=10 weightage)