

G 2867

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Reg. No.....

Name.....

M.Com. DEGREE (C.S.S.) EXAMINATION, AUGUST 2014

Second Semester

Faculty of Commerce

HR 02 C09—HUMAN RESOURCE MANAGEMENT

(2012 Admission onwards)

Time : Three Hours

Maximum Weight : 30

Section A

*Answer any five questions.
Each question carries 1 weight.*

1. What are the basic functions of a human resource manager ?
2. What is job analysis ?
3. What is succession planning ?
4. What is traditional philosophy of recruitment ?
5. What do you mean by induction ?
6. What is TQM ?
7. What is the meaning of KAIZEN ?
8. Define motivation.

(5 × 1 = 5)

Section B

*Answer any five questions.
Each question carries 2 weight.*

9. Differentiate job enrichment from job enlargement. Which is more powerful as a motivator ?
10. What are the major factors affecting the employee morale ?
11. Explain the traditional methods of performance appraisal.
12. Explain the situation theory of leadership.
13. Discuss the need and limitations of HRM.
14. Discuss managerial and operative functions of personnel management.
15. What is job description ? How is it prepared ?
16. What is the basis of Human Resource Planning ?

(5 × 2 = 10)

Turn over

Section C

III. Answer any **three** questions. Each question carries 5 weight.

- 17 "Personnel management is not a fire fighting function, but an integral part of total management". Discuss
- 18 Discuss the various sources of recruitment.
- 19 Explain Herzberg's two factor theory.
- 20 What do you mean by induction of an employee ? What are the elements of induction training ?
- 21 What are the methods or techniques of executive development ?
- 22 What is T and D programme ? Explain some important common T and D programmes conducted in corporate sector today.

(3 × 5 = 15)