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(Pages : 2)

M.Com. DEGREE (C.S.S) EXAMINATION, AUGUST 2015

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 is HRM ?
2. What is personnel management ?
3. Define job specification.
4. List the important factors in recruitment.
5. What is a blank application form ?
6. What do you mean by HRD ?
7. Differentiate training and development.
8. What do you understand by sensitivity training ?

(5 × 1 = 5)

Section B

Answer any five questions.
Each question carries 2 weight.

9. What is motivation ? Discuss the nature and types of motivation.

10. Describe quality circles

11. "Performance appraisal fails due to personal bias". Discuss the statement in the light of errors in performance appraisal.

12. What are the qualities of a successful leadership ?

13. Describe the scope of human resource management.

14. What are the most important functions of personnel management ?

15. Describe the techniques used for analyzing the job ?

16. What do you mean by recruitment? What are the factors affecting recruitment ?

(5 × 2 = 10)

Turn over

Section C

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

17. Explain the different leadership styles.

18. Briefly discuss the various methods of performance appraisal.

19. Define Job satisfaction. Explain the factors influencing job satisfaction.

20. What do you mean by induction of an employee ? What are the elements of induction training ?

21. Explain McGregor's Theory X and Theory Y. How is theory Y important over the traditional view that you can motivate employees by paying them more money ?

22. Explain the various steps in a training programme. How can it be made effective ?

(3 × 5 = 15)