M.COM DEGREE (CSS) EXAMINATION , MAY 2021

Second Semester

CORE - CM010202 - HUMAN RESOURCE MANAGEMENT

M.COM FINANCE AND TAXATION ,M.COM MANAGEMENT AND INFORMATION TECHNOLOGY, M.COM MARKETING AND INTERNATIONAL BUSINESS

2019 Admission (For Private Candidates)

FEC320B1

Time: 3 Hours   Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

*Weight **1** each.*

1. "HRM is a pervasive function". Do you agree?

2. What are long term and short term human resource planning?

3. What do you mean by job enlargement?

4. What do you mean by peer mentoring? Explain with example.

5. What are the main objectives of a training programme?

6. Define Job Evaluation.

7. What is separation?

8. State the main parties involved in Industrial Relations.

9. Name the types of HR records usually prepared and kept by an organization?

10. What is Opportunity Cost Approach in HRA?

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

*Weight **2** each.*

11. What is the need of human resource policy in an organisation?

12. Explain the application of HRD at micro and macro level.

13. Describe the principles of HRD.

14. Explain the methods of technical training adopted by an organisation.

15. Explain training for creativity and problem solving with its methods

16. Explain the importance of Grievance handling

17. What are the company's liabilities towards contractor's labourers in case of human resource outsourcing?

18. Why human resource audit is gaining popularity in the current business scenario?

<div align="right">(6×2=12 weightage)</div>

Part C (Essay Type Questions)
*Answer any **two** questions.*
*Weight **5** each.*

19. Describe the merits and demerits of various internal and external sources of recruitment.

20. What is TQM? How can human resource managers contribute towards TQM?

21. Describe the role, responsibilities and challenges to training managers and employees.

22. Briefly discuss the various methods of Performance appraisal.

<div align="right">(2×5=10 weightage)</div>