

Code No. : 5536

Sub. Code : ZKCM 33

M.Com. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2022.

Third Semester

Commerce — Core

HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2021 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Human resource management is a

- (a) management process
- (b) organizational process
- (c) work force management
- (d) charge agent

8. The quality indicator for HR audit relating to procurement

- (a) job specification
- (b) sources recruitment
- (c) selection procedure
- (d) all of these

9. The purpose of first aid.

- (a) to sustain life
- (b) to ensure speedy recovery
- (c) to prepare for future medical treatment
- (d) all of these

10. The most important issue in attaining flexibility in virtual organization

- (a) resistance to change
- (b) control
- (c) stability initiative
- (d) all of these

2. The skill and capability of employees lead to

- (a) Commitment
- (b) Hard work
- (c) Performance
- (d) Perfection

3. Human resource planning eliminates the risk of

- (a) Surplus manpower
- (b) Deficit manpower
- (c) Both (a) and (b)
- (d) Balance manpower

4. Human resource management ultimately aim at

- (a) Recruitment and selection
- (b) Training and development
- (c) Right men for right job
- (d) All of these

5. Poor quality in selection leads to extra cost on

- (a) Training
- (b) Recruitment
- (c) Work quality
- (d) Labour market

6. Major recruitment factor that can determine the success of recruitment programme

- (a) HRP
- (b) Selection
- (c) Induction
- (d) Interview

7. Human resource audit is concerned with examination and evaluation of

- (a) policies
- (b) practices
- (c) procedures
- (d) all of these

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PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).  
Each answer should not exceed 250 words.

11. (a) Write on the characteristics of HRM.

Or

(b) Describe the qualities of HR manager.

12. (a) Write the importance of Human resource planning.

Or

(b) What are the various characteristics of career planning?

13. (a) Discuss the factors affecting recruitment of the workforce in the organization.

Or

(b) What are the various methods of training?

14. (a) What are the objectives of MBO?

Or

(b) Give the background of human resource accounting system.

15. (a) Discuss the changing role of HRM.

Or

(b) Discuss the meaning of social security schemes with any two features.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b)  
Each answer should not exceed 600 words.

16. (a) Explain the functions of Human resource management.

Or

- (b) What are the qualities of a good personnel manager?

17. (a) Discuss the qualitative and quantitative dimension of HR planning.

Or

- (b) Trace the importance of e-recruitment and selection process.

18. (a) Explain in detail the various methods of recruitment policy followed and adopted by organizations for finding potential candidates to their organization.

Or

- (b) Explain in detail, the various methods followed in evaluating the training programme.

19. (a) Discuss various methods of performance appraisal.

Or

- (b) Explain in detail, the concept 360 degree appraisal and state its importance.

20. (a) What are the various types of virtual organization?

Or

- (b) What do you mean by industrial disputes? State the reasons for industrial disputes and also state, how these disputes are settled?