

**NGM COLLEGE (AUTONOMOUS) POLLACHI  
END-OF-SEMESTER EXAMINATIONS: MAY-2023**

**B.Com-Finance****MAXIMUM MARKS: 70****VI SEMESTER****TIME: 3 HOURS**

**PART III  
HUMAN RESOURCE MANAGEMENT**

**SECTION – A (10 X1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS  
MULTIPLE CHOICE QUESTIONS**

**(K1)**

1. What is the process of analyzing jobs from which job descriptions are developed called as --  
a) Job analysis      b) Job evaluation      c) Job enrichment      d) Job enlargement
2. Which of the following is identified by Successful defenders using performance appraisal?  
a) Staffing needs      b) Job behaviour      c) Training needs      d) None of the above
3. Which is concerned more with career growth than immediate performance?  
a) Training      b) Education      c) Instruction      d) Development
4. Which of the following cannot be regarded as a method of State Regulation of wages?  
a) Wage boards      b) A statutory minimum wage  
c) Adjudication and arbitration awards      d) Collective bargaining
5. Which of the following is Not direct method to solve intergroup conflicts?  
a) Problem solving      b) Removing key person in conflict  
c) Persuasion      d) Domination by management.

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES (K2)**

6. Translate the meaning of Job Specification.
7. Define Induction
8. Illustrate the importance of training
9. Show the meaning of Conciliation.
10. Construct Conflict management.

**SECTION – B (5 X 4 = 20 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)**

11. a) Compare Personnel management and HRM  
**(OR)**  
b) Examine the Steps in Human Resource Planning.

**(CONTD ... 2)**

12. a) Compare Mobility and Separation  
**(OR)**  
b) Sketch the Components of 360 degree appraisal method.
13. a) Assess the Need for training  
**(OR)**  
b) Describe the factors influencing wage policies.
14. a) Examine worker's participation in management  
**(OR)**  
b) List the Purpose of Arbitration
15. a) Examine the types of conflict.  
**(OR)**  
b) Interpret the importance of employee morale

**SECTION – C (4 X 10 = 40 MARKS)**

**ANSWER ANY FOUR OUT OF SIX QUESTIONS.**

**(16TH QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS FROM Q.NO: 17 TO 21 )**

**(K4) OR (K5)**

16. Explain the Functions of Trade Unions.
17. Examine the Nature and Scope of Human Resource Management.
18. Outline the Modern methods of Performance Appraisal
19. Determine the methods of payment of wages
20. Analyze the Settlement of industrial disputes in India
21. Summarize the Causes and Remedies of Conflict.

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