

**N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI**

**END-OF-SEMESTER EXAMINATIONS : MAY – 2023**

**B.Com. Professional Accounting**

**MAXIMUM MARKS: 70**

**VI SEMESTER**

**TIME : 3 HOURS**

**PART – III**

**HUMAN RESOURCES MANAGEMENT**

**SECTION – A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.**

**(K1)**

**MULTIPLE CHOICE QUESTIONS.**

1. Human Resources Management emphasis is \_\_\_\_\_.
  - a) Development of People
  - b) Punishment of People
  - c) Adoption of People
  - d) None of these
2. Training Process is \_\_\_\_\_.
  - a) Short term
  - b) Medium term
  - c) Long Term
  - d) None of these
3. Job analysis is helpful in \_\_\_\_\_.
  - a) HRP Requirement and selection
  - b) Training & Development
  - c) Job evaluation and performance appraisal
  - d) All of these
4. OD Process is cyclical and ends, when \_\_\_\_\_.
  - a) Desired development result is obtained
  - b) Plan is implemented
  - c) Data is gathered
  - d) Problem is identified
5. The employee welfare facilities available inside the organisation are called \_\_\_\_\_.
  - a) Intra – mural facilities
  - b) Extra – mural facilities
  - c) Extravagance facilities
  - d) None of the above

**SHORT ANSWER.**

**(K2)**

6. Define 'Human Resource Management'.
7. Define 'Training'.
8. What is job evaluation?
9. Define Organisational Development.
10. What is Social Security?

**SECTION-B (5 x 4 = 20 MARKS)**

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

11. a) Specify the objectives of Human Resources Management.

**(OR)**

- b) What is the Scope of Human Resources Management?

12. a) What are the advantages of Training?

**(OR)**

- b) Explain the steps to be adopted in selection procedure.

13. a) Explain the methods of performance Appraisal.

**(OR)**

- b) What are the limitations of Job evaluation?

14. a) Explain the Characteristic of Organisational Development..

**(OR)**

- b) Explain the need for Career Planning.

15. a) What are the ethics of Human Resources Management?

**(OR)**

- b) What is employer brand image?

**SECTION – C****(4 X10 = 40 Marks)**

**ANSWER ANY FOUR OUT OF SIX QUESTIONS. (K4/K5)**

**( 16<sup>th</sup> QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS From Q.No. 17-21)**

16. Discuss the various Functions of HRM.
17. Explain the importance of Human Recourses Management.
18. Describe the various methods of Training.
19. Discuss the methods of Job Evaluation.
20. Explain the Various Processes of Organisational Development..
21. Discuss the types of Social Security.