

**(FOR THE CANDIDATES ADMITTED 2021
DURING THE ACADEMIC YEAR 2021-2022 ONLY)**

SUB CODE 21UCO410
REG.NO. _____

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

END-OF-SEMESTER EXAMINATIONS : MAY – 2023

B.Com. (AIDED & SF)

MAXIMUM MARKS: 70

SEMESTER : IV

TIME : 3 HOURS

PART - III

HUMAN RESOURCE MANAGEMENT

SECTION - A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

MULTIPLE CHOICE QUESTIONS.

1. The Human resource management emphasis ----- **(K1)**
 - a) Development of people b) Punishment of people c) Adoption of people d) None of these
2. ----- is concerned with developing a pool of candidates in line with the HR plan. **(K1)**
 - a) development b) Appointment c) recruitment d) transfer
3. Which is the process of imparting or increasing knowledge or skill of an employee to do a particular job? **(K1)**
 - a) Motivation b) Training c) Promotion d) Leadership
4. The Modern method of performance appraisal is ----- **(K1)**
 - a) Assessment Centre Method b) Management by objectives
 - c) BARS (Behaviourally Anchored Rating Scale) d) All of these
5. The Compensation is a systematic approach to providing monetary value to employees in exchange for ----- **(K1)**
 - a) Skills b) Knowledge c) Work performed d) Damages held

SHORT ANSWERS:

6. Construct the meaning of Human Resource Management. **(K2)**
7. Define the concept Recruitment. **(K2)**
8. Explain the term of Training. **(K2)**
9. Interpret– Compensation. **(K2)**
10. Indicate the meaning of Conflict Management. **(K2)**

(CONTD.....2)

SECTION – B**(5 X 4 = 20 MARKS)****ANSWER EITHER 'a' OR 'b' IN EACH OF THE FOLLOWING QUESTIONS. K3**

11. a) Describe the importance of human resource policies.

(OR)

b) Show the differences between HRM and IHRM.

12. a) Examine the factors governing human resource planning.

(OR)

b) List the types of test in recruitment.

13. a) Find the methods of training.

(OR)

b) Describe the needs of training.

14. a) Show the objectives of performance appraisal.

(OR)

b) Examine the modern techniques of performance appraisal.

15. a) State the types of conflict.

(OR)

b) Describe the stages of conflict.

SECTION - C**(4 X 10 = 40 MARKS)****ANSWER ANY FOUR OUT OF SIX QUESTIONS.****(K4/K5)****16th Question is COMPLUSORY.**

16. Examine the scope of human resource management.

17. Analyze evolution of human resource management.

18. Determine the process of recruitment.

19. Justify the management and career development that played an important role in training process outsourcing.

20. Discuss the methods of wage payment and incentive plans.

21. Summarize the various causes and remedies of conflict.
