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

SUBJECT CODE **21UPA517**

REG.NO. :

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

END-OF-SEMESTER EXAMINATIONS : NOVEMBER 2023

B.Com P.A

MAXIMUM MARKS: 70

SEMESTER:V

TIME : 3 HOURS

PART - III

21UPA517 – HUMAN RESOURCE MANAGEMENT

SECTION - A (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

MULTIPLE CHOICE QUESTIONS.

(K1)

1. Who laid the foundation of human resource management practices?
 - a) Peter Drucker and Douglas McGregor
 - b) Roethlisberger and Dickinson
 - c) David C. McClelland
 - d) Elton Mayo
2. Which of the following provides necessary information for job evaluation?
 - a) Job Enrichment
 - b) Job Description
 - c) Job Ranking
 - d) Job Enlargement
3. What does job evaluation seek?
 - a) Evaluating the importance of different jobs within the organization.
 - b) Evaluating employee's performance of their respective job profiles.
 - c) Establishing the hierarchy of different job profiles in the organization.
 - d) Determining the relative worth of various jobs within the organization in monetary terms.
4. _____ refers to shifting of employees to a higher position, carrying higher responsibilities, facilities, status and pay.
 - a) Transfer
 - b) Promotion
 - c) Orientation
 - d) Placement
5. Employee welfare's includes _____
 - a) counselling
 - b) creche facility
 - c) promotion
 - d) selection

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES

(K2)

6. Define human resource management.
7. What is on-the-job training method?
8. What is mean by job evaluation?
9. Define the term "Demotion".
10. What is talent management?

SECTION – B

(5 X 4= 20 MARKS)

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

11. a) Enumerate scope of human resource management.

(OR)

b) How to control the employee turnover in a organization.

12. a) Explain the steps in selection procedure?

(OR)

b) Write the benefits of job analysis?

13. a) State the features of job evaluation.

(OR)

b) Explain the types of appraisal errors.

14. a) State the process of organizational development.

(OR)

b) What are the objectives of career planning?

15. a) State the uses of employee retention strategy.

(OR)

b) Write short note ethics in human management.

SECTION - C

(4 X 10= 40 MARKS)

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

(16th QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS)

16. Explain various differences between human resource management and personnel management.

17. Examine the functions of human resource management.

18. Recommend the sources of recruitment of an Organisation

19. Describe the various methods of performal appraisal.

20. Explain the problems in organizational development.

21. Discuss the various types of social security and welfare programs.
