(FOR THE CANDIDATES ADMITTED
DURING THE ACADEMIC YEAR 2022-25 ONLY)

22UPA514

REG.NO. :

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

END-OF-SEMESTER EXAMINATIONS : NOV-2024

B.Com (PA)   MAXIMUM MARKS: 50

SEMESTER: V   TIME : 3 HOURS

Core Course XVII : HUMAN RESOURCE MANAGEMENT

SECTION - A   (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.(K1)

1. What is the primary focus of Human Resource Management (HRM)?

    a. Financial management and budgeting

    b.   Managing employee relationships and development

    c. Designing marketing strategies

    d. Overseeing production processes

2. Which of the following is an example of an internal source of recruitment?

    a. Job advertisements   b. Recruitment agencies

    c. Employee referrals   d. Online job boards

3. Which of the following is a common barrier to effective performance appraisal?

    a. Clear job descriptions   b. Regular feedback

    c. Bias and favoritism   d. Objective criteria

4. What is a primary benefit of employee promotion in career planning?

    a. Increased administrative work   b. Enhanced employee motivation and retention

    c. Decreased job satisfaction   d. Increased turnover rates

5. Which of the following is a type of social security program commonly provided by employers?

    a. Retirement benefits   b. Professional development training

    c.Work-from-home policies   d. Company vehicles

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

6.   What is the key objective of studying Human Resource Management?

7.   What is job description?

8.   Define Management by Objectives.

9.   Name the potential consequence of demotion for an employee.

10.   What does employer branding focus on?

SECTION – B   **(5 X 3 = 15 MARKS)**

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

11.   a)   State the special features of indirect tax?   **(OR)**

       b)   Why we need HR planning?

12.   a)   What is the internal sources for recruitment? **(OR)**

       b)   Pinpoint the different methods of training.

13.   a)   List out the key features of a job evaluation system..   **(OR)**

       b)   Describe the steps to overcome the barriers of effective performance appraisal.

14   a)   Describe the process of career planning. **(OR)**

       b)   State the reasons for transfers.

15.   a)   Describe the types of welfare programs commonly offered by employers.   **(OR)**

       b)   Evaluate the role of employee retention strategies and talent management in enhancing organizational performance.

SECTION - C   **(5X 5 = 25 MARKS)**

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4 (Or) K5)

16.   (a) Explain the functions of HRM. . **(OR)**

       (b) Discuss the process of HR planning.

17.   (a) Describe the key steps involved in a typical selection procedure.   **(OR)**

       (b) What are the main components of the job analysis process?

18.   (a) Analyze two common methods of job evaluation, explaining their advantages and disadvantages. **(OR)**

       (b) Outline the typical steps involved in the performance appraisal process.

19.   (a) Analyze the common problems faced in Organizational Development. **(OR)**

       (b) Analyze the concept of promotion in an organization and discuss its advantages

20.   (a) Discuss the various forms of social security programs and analyze their benefits for both employees and employers.   **(OR)**

       (b) Explain the ethical principles that should guide HR professionals.

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ETHICAL PAPER