

(FOR THE CANDIDATES ADMITTED

SUBJECT CODE

23 UCO 6E4

DURING THE ACADEMIC YEAR 2023-24 ONLY)

REG.NO.

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

**END-OF-SEMESTER EXAMINATIONS : MAY– 2026**

**B.Com. (AIDED & S.F.)**

**MAXIMUM MARKS: 75**

**VI SEMESTER**

**TIME : 3 HOURS**

**PART – III**

**HUMAN RESOURCE MANAGEMENT**

**SECTION – A**

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

**ANSWER THE FOLLOWING QUESTIONS.**

**(K1)**

1. Which is ensures Human Resource Planning (HRP)?  
A. Right employee at the right time and place      B. High salaries  
C. High profits      D. Training only
2. What focuses on Quantitative dimension of HRP?  
A. Skills and abilities      B. Attitudes and values  
C. Number of employees required      D. Employee motivation
3. Which method helps in identifying training needs?  
A. Job analysis      B. Training evaluation  
C. Wage fixation      D. Induction
4. Which is concerned with Job evaluation?  
A. Jobholder      B. Employee behavior  
C. Job content      D. Employee seniority
5. Which is the first stage of career planning?  
A. Career progression      B. Self-assessment  
C. Career monitoring      D. Career development

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

**(K2)**

6. What do you mean by HRM?
7. Find any two objectives of Human Resource Planning.
8. Define training and development.
9. Interpret the time wage system.
10. State any two benefits of career planning to employees.

**(CONTD .... 2)**

**SECTION – B**

**(5 X 5 = 25 MARKS)**

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

11. a) Interpret the role of HR manager.

**(OR)**

- b) Describe the advantages of e-HRM.

12. a) List the two main outcomes of job analysis.

**(OR)**

- b) Compare the placement and induction.

13. a) Interpret the importance of training and development for employees .

**(OR)**

- b) Describe the concept and objectives of management development.

14. a) State the objectives of performance appraisal.

**(OR)**

- b) What are the advantages of promotions.

15. a) Enumerate the characteristics of an employee grievance.

**(OR)**

- b) Examine the role of management in preventing and handling indiscipline.

**SECTION – C**

**(5 X 8 = 40 MARKS)**

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

**(K4 (Or) K5)**

16. a) Explain the functions of Human Resource Management.

**(OR)**

- b) Classify the different types of e-HRM and explain each type.

17. a) Outline the qualitative dimension of HRP. Why is it important in modern organizations?

**(OR)**

- b) Discuss the complete staffing process from recruitment to induction.

18. a) Determine the factors to be considered while designing training programs.

**(OR)**

- b) Illustrate how Training Process Outsourcing supports global and large-scale training programs.

19. a) Recommend any four modern techniques of performance appraisal .

**(OR)**

- b) Explain various methods of Wage Payments.

20. a) Develop the stages involved in career planning.

**(OR)**

- b) “Collective bargaining helps in maintaining industrial peace.” Discuss