

(FOR THE CANDIDATES ADMITTED

DURING THE ACADEMIC YEAR 2025-2026 ONLY)

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REG.NO. :

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

END-OF-SEMESTER EXAMINATIONS: MAY 2026

B.A.ECONOMICS

MAXIMUM MARKS: 75

SEMESTER: VI

TIME : 3 HOURS

PART-III

HUMAN RESOURCE MANAGEMENT

SECTION – A (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS. (K1)

1. HRM contributes to organizational success by _____
 - a) Recruiting unqualified staff
 - b) Ensuring efficient utilization of human resources
 - c) Avoiding employee training
 - d) Reducing product quality
2. Development refers to _____
 - a) Short-term skill improvement
 - b) Long-term growth and career enhancement of employees
 - c) Reducing workforce
 - d) Salary increments only
3. Performance appraisal is used to _____
 - a) Evaluate employee performance and potential
 - b) Determine market trends
 - c) Calculate organizational profits
 - d) Decide product pricing
4. Which of the following is a technique of HRD?
 - a) Training programs
 - b) Career counseling
 - c) Workshops and seminars
 - d) All of the above
5. IHRM ensures _____
 - a) Efficient global staffing and talent management
 - b) Local taxation compliance only
 - c) Market expansion only
 - d) Ignoring expatriates

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

6. Give one example of HRM activity.
7. Why is Training necessary?
8. What is Demotion?
9. How does HRD improve organizational effectiveness?
10. Define International Human Resource Management (IHRM).

SECTION – B (5 X 5 = 25 MARKS)

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

11. a) State and explain the nature of Human Resource Management.

(OR)

- b) What are the objectives of Human Resource Management?

12. a) Explain the process of Recruitment.

(OR)

- b) Explain the approaches to Manpower Planning.

ETHICAL PAPER

(CONTD..2)

13. a) What is Job Evaluation? Explain its importance.

(OR)

b) What are the differences between Transfer and Promotion?

14. a) Explain the features of HRD.

(OR)

b) What are the needs for HRD in an organization?

15. a) What are the major challenges faced in International Human Resource Management?

(OR)

b) Explain the reasons for the growing interest in IHRM.

SECTION – C

(5 X 8 = 40 MARKS)

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

16. a) Describe the main functions of Human Resource Management.

(OR)

b) Discuss the importance of HRM in Modern Organizations.

17. a) Distinguish between Job Specification and Job Description.

(OR)

b) Describe the various steps involved in the Selection Process.

18. a) Describe the methods of Performance Appraisal.

(OR)

b) Explain the Incentive System and its role in Employee Motivation.

19. a) Discuss the functions of HRD Managers.

(OR)

b) Explain the techniques of Human Resource Development.

20. a) Discuss the role of Expatriates in International Business operations.

(OR)

b) Describe the strategies for effective International Human Resource Management.
