

(FOR THE CANDIDATES ADMITTED

24PIB 415

DURING THE ACADEMIC YEAR 2024-2025 ONLY)

REG.NO. :

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

END-OF-SEMESTER EXAMINATIONS :MAY 2026

M.COM (INTERNATIONAL BUSINESS)

MAXIMUM MARKS: 75

SEMESTER: IV

TIME : 3 HOURS

**INDIAN KNOWLEDGE SYSTEMS WITH HUMAN
RESOURCEMANAGEMENT**

SECTION – A (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

(K1)

1. The concept of Dharma in Indian philosophy refers to
 - a) Wealth accumulation
 - b) Personal ambition
 - c) Moral duty and righteous conduct
 - d) Ritualistic worship
2. Which leadership quality is common to both Bhagavad Gita and Ramayana?
 - a) Autocratic control
 - b) Ethical leadership based on Dharma
 - c) Competitive dominance
 - d) Profit maximization
3. High employee turnover mainly affects
 - a) Organizational productivity
 - b) Organizational learning positively
 - c) Employee motivation positively
 - d) Customer satisfaction only
4. CSR became mandatory for certain companies in India under
 - a) SEBI Act
 - b) Companies Act, 2013
 - c) Labour Laws
 - d) Industrial Disputes Act
5. Inclusive HRM practices promote
 - a) Favoritism
 - b) Discrimination
 - c) Equal treatment and participation
 - d) Autocracy

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES

(K2)

6. What does Ahimsa imply in HR decision-making?
7. Which Indian epic highlights ethical and value-based leadership?
8. What is meant by talent acquisition?
9. Define gender diversity.
10. Define career planning.

SECTION – B

(5 X 5 = 25 MARKS)

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

11. a) Describe the philosophical contributions of the Vedic period to Indian ethical thought.

(OR)

b) Discuss the importance of spirituality in the workplace from an Indian philosophical perspective.

12. a) Explain how mindfulness contributes to better leadership and HR decision-making.

(OR)

b) Explain the challenges of cultural diversity in HRM.

13. a) Discuss the major challenges in performance management faced by Indian organizations.

(OR)

b) Discuss how organizational culture influences employee retention.

14. a) Explain the relationship between performance appraisal and employee motivation.

(OR)

b) Discuss the importance and objectives of diversity training in Indian organizations.

15. a) Explain the role of HR analytics in performance management and talent retention.

(OR)

b) Explain the concept of workplace diversity and its importance in Indian organizations.

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 application of Karma theory in performance management, rewards, and disciplinary actions in HRM.

(OR)

b) Evaluate the contribution of Indian ethical values to sustainable HRM and employee well-being.

17. a) Critically examine Hofstede's cultural dimensions and its applicability to the Indian organizational context.

(OR)

b) Evaluate the contribution of Indian scriptures in promoting ethical leadership and people-centric HRM.

18. a) Analyze the employee retention strategies adopted by Indian companies and their impact on organizational performance.

(OR)

b) Discuss modern performance appraisal techniques and their relevance in the Indian corporate environment.

19. a) Discuss the concept of work–life balance explaining the initiatives adopted by Indian organizations to promote it.

(OR)

b) Discuss the role of gender, religion, and caste diversity in shaping HR policies and practices in India.

20. a) Evaluate the impact of diversity and inclusion practices on organizational performance and employee productivity in Indian companies.

(OR)

b) "Inclusive HRM and CSR initiatives contribute to sustainable organizational growth."

Critically discuss this statement with examples from Indian organizations.
