D3BCM2105 (PAGES 2) Reg.No..............................

Name: ....

THIRD SEMESTER B.Com DEGREE EXAMINATION, NOVEMBER 2022
(Regular/Improvement/Supplementary)
FINANCE & COMPUTER APPLICATIONS
GBCM3C03T: HUMAN RESOURCE MANAGEMENT

Time: 2 ½ Hours Maximum Marks: 80

SECTION A: Answer the following questions. Each carries *ten* marks.
(Ceiling 25 Marks)

1. What is meant by Human Capital?
2. Define personnel management.
3. What do you mean by SHRM?
4. Comment on E-Recruitment.
5. What is outsourcing?
6. Define job specification
7. Give short note on experimental approach.
8. Define promotion.
9. What do you mean by induction?
10. What is 360-Degree method of evaluation?
11. Write an account on mentoring.
12. Elaborate on MBO.
13. What do you mean by incentives?
14. Mention the special features of Merrick's Differential system.
15. Define discipline.

SECTION B: Answer the following questions. Each carries *five* marks.
(Ceiling 35 Marks)

16. Explain different types of E-HRM.
17. Enlist the managerial functions of HRM.
18. Discuss the contents of job description.
19. What are the important tests used for selection of employees in industrial and service organisation?
20. Explain the causes and effects of labour turnover.

(PTO)

21. What are the factors to be considered while designing an effective training programme?

22. Briefly explain the key factors considered in performance appraisal.

23. In which circumstance piece rate system suitable?

SECTION C: Answer any *two* questions. Each carries *ten* marks.

24. Discuss the evolution of the concept HRM. Also explain the different approaches to HRM?

25. "Human resource planning is a pre-requisite for effective management of human resource". In the light of the statement, analyse the significance of human resource planning.

26. What are the essential requirements one individual or career aspirant should follow while managing his/her career?

27. Explain the impact of punishment on employee behavior?

(2 x 10 = 20 Mar