

THIRD SEMESTER UG DEGREE EXAMINATION, NOVEMBER 2023

B.Com. HONOURS

GBCH3B12T: HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Maximum Marks: 80

PART A: Answer all the questions. Each carries *one* mark.**Choose the correct answer.**

1. Management must assume a fatherly figure and protective attitude towards employees in concept
 - a) Commodity
 - b) Factor of production
 - c) Paternalistic
 - d) Goodwill
2. Which one is not an on the job training method?
 - a) Coaching
 - b) Job rotation
 - c) Special course
 - d) Under study
3. In a 360 degree of appraisal of the employee, his performance is rated by
 - a) Superiors only
 - b) Superiors and subordinates
 - c) Superiors and peers
 - d) Superiors, Peers and subordinates
4. Which of the following is a Disciplinary action?
 - a) Lay off
 - b) Promotion
 - c) Rewards
 - d) Bonus
5. Grievance procedures are based on the principle of natural
 - a) Justice
 - b) Principle
 - c) Procedure
 - d) Commitment

Fill in the Blanks.

6. Employees move from one job to another through transfers, promotions and demotions, etc is called mobility.
7. is the process of assessing the performance of a job holder.
8. is a deferred wage aimed at bridging the gap between actual wage and the need based wage.
9. Written grievances are often called
10. Discipline can be classified into and

(10 x 1 = 10 Marks)**PART B: Answer any *eight* questions. Each carries *two* marks.**

11. What do you mean by The Goodwill concept of HRM?
12. Comment on Placement and Orientation.
13. Define training.
14. What is Syndicate Method?
15. Differentiate between job evaluation and job analysis.

(PTO)

16. Write an account on Checklist Method of performance appraisal.
17. How Constant Error affects the performance appraisal?
18. What do you mean by Open Door Policy?
19. Define Basic wage
20. What do you mean by Bonus?

(8 x 2 = 16 Marks)

PART C: Answer any six questions. Each carries *four* marks.

21. Explain the evolution of the concept of HRM.
22. "Recruitment is a positive process and selection is a negative process"-comment.
23. Explain the terms:
 - i. Layoff
 - ii. Retrenchment
 - iii. Dismissal
24. Explain the process of job evaluation.
25. Describe the concept of basic wage to employees.
26. List out the different types of Non-Financial Incentives.
27. What are the measures that we can take to control absenteeism of employees?
28. List out the causes of indiscipline in a company.

(6 x 4 = 24 Marks)

PART D: Answer any *two* questions. Each carries *fifteen* marks.

29. Define Executive development. Explain the techniques of Executive development.
30. Explain the process of performance appraisal. Explain the modern methods of performance appraisal.
31. Define Recruitment. Explain the internal and external sources of recruitment.

(2 x 15 = 30 Marks)