

D3BHC2303

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Reg. No.....

Name: .....

**THIRD SEMESTER UG DEGREE EXAMINATION, NOVEMBER 2024**

**(Regular/Improvement/Supplementary)**

**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. Minimum Wages Act came into force during the year \_\_\_\_\_.  
A) 1948.                      B) 1938.                      C) 1958.                      D) 1968.
2. Which term is used for developing the applicant pool for job openings in an organization?  
A) Selection.                      B) Recruitment.                      C) Retention.                      D) None of these.
3. According to Taylor's Differential plan, the worker is paid according to his:  
A) Degree of efficiency.                      B) Degree of understanding.  
C) Degree of flexibility.                      D) Degree of loyalty.
4. \_\_\_\_\_ is a joint programme of training conducted by educational institutions and business firm.  
A) Internship training.                      B) Learner training.  
C) Classroom training.                      D) Vestibule training.
5. Compensation is the reward to the employee for their \_\_\_\_\_.  
A) Performance.                      B) Work.  
C) Contribution to organization.                      D) Smartness.

**Fill in the Blanks.**

6. When appraisals are made by superiors, peers, subordinates, and clients, it is called \_\_\_\_\_.
7. A \_\_\_\_\_ is a collection of duties, tasks, and responsibilities which are assigned to an individual and which is different from the assignment.
8. \_\_\_\_\_ refers to the learning opportunities designed to help employees grow.
9. \_\_\_\_\_ are also called payments by results.
10. Movement of an employee from one job to another is known as \_\_\_\_\_.

**(10 x 1 = 10 Marks)**

**(PTO)**

**Part B. Answer any *eight* questions. Each carries *two* marks.**

11. Explain formal and informal appraisal.
12. Distinguish between job evaluation and job analysis.
13. What are the limitations of the interview?
14. Elaborate on the stages of career development.
15. Distinguish between wage and salary.
16. Write short notes on:
  - a) Placement and Induction.
  - b) Transfer & Promotion.
17. How do you identify the need for training?
18. Why manpower planning is necessary?
19. Outline the procedure of grievance handling.
20. Discuss the steps involved in the compensation management process?

**(8 x 2 = 16 Marks)**

**Part C. Answer any *six* questions. Each carries *four* marks.**

21. Briefly explain the hot stove rule.
22. Explain the different types of compensation.
23. Discuss the causes and effects of grievance.
24. Define 'Human Resource Management' and trace its evolution.
25. What are the objectives of compensation management?
26. Discuss suitable sources for recruiting software professionals.
27. What are the objectives of the code of discipline?
28. Define job evaluation. Explain its process

**(6 x 4 = 24 Marks)**

**Part D. Answer any *two* questions. Each carries *fifteen* marks.**

29. Discuss in detail the steps involved in the selection process.
30. Define performance appraisal. Discuss the process of evaluating employee performance and different methods of performance appraisal.
31. Define training. Explain different types and methods of training.

**(2 x 15 = 30 Marks)**