

THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2024

(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 *two* marks.

(Ceiling 25 marks)

1. Define SHRM.
2. What is campus recruitment?
3. Define Human Resource Development.
4. Comment on MBO.
5. What is Human Resource Planning?
6. What is suspension of employee?
7. List the advantages of Taylor's differential piece rate system.
8. Write a short note on traditional Approach of HRM.
9. What do you mean by personnel management?
10. What is career planning?
11. Define job description.
12. What do you mean by wage policy?
13. What is mentoring?
14. What do you mean by strategic human resource planning?
15. Define vestibule training.

SECTION B: Answer the following questions. Each carries *five* marks.

(Ceiling 35 marks)

16. Enlist the challenges faced by HRM in modern business management.
17. Describe the fringe benefits given by organisation to employees.
18. Discuss the objectives of internal mobility of labour.
19. What is training environment? What are its components?
20. Give an account on the operative functions of HRM.
21. What is career development in an organisation?
22. Distinguish between job enrichment and job enlargement.
23. Describe the objectives of HR Policy.

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

24. What is operational E-HRM? What are the important areas of operation E-HRM?
25. Discuss the steps involved in selection process.
26. What are the different methods of performance evaluation?
27. What is workers' participation in management? Explain the different methods of workers' participation.

(2 x 10 = 20 Marks)