

FOURTH SEMESTER UG DEGREE EXAMINATION, APRIL 2025**(Regular/Improvement/Supplementary)****B.COM. PROFESSIONAL****GBCP4B17T: HUMAN RESOURCE MANAGEMENT****Time: 3 Hours****Maximum Marks: 80**

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

1. To be ethical and social towards needs of society is ____ objective of HRM.
A. Corporate C. Profitable
B. Non-essential D. Societal
2. The following is not a function of personnel management:
A. Training and development of manpower
B. Recruitment and selection of manpower
C. Wages and salary administration
D. Production, planning and control
3. The first stage in the recruitment process is
A. Receiving application C. Interview
B. Selection Tests D. Announcement of job position
4. Which of the following is not on the job training method?
A. Understudy C. Job rotation
B. Case study D. Management by objective
5. A process of systematically matching career goals and individual capabilities with opportunities for their fulfilment is called _____.
A. Job Evaluation C. Career planning
B. Job analysis D. Career development

Fill in the blanks.

6. In HRM, manpower is considered as a _____.
7. Job _____ is a detailed and systematic study of jobs to know the nature and characteristics of the people to be employed in different kinds of jobs.
8. _____ is the assignment of job to a newly selected employee.
9. Performance evaluation is done by the _____.
10. According to _____ approach of discipline, workers voluntarily accept discipline in work.

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

PART B: Answer any *eight* questions. Each carries *two* marks.

11. What is workforce diversity?
12. What is time rate system?
13. What is halo effect?
14. Comment on campus recruitment.
15. Explain the term career.
16. Illustrate the meaning of 360-degree appraisal.
17. Define HRM.
18. Comment on MBO.
19. List the objectives of HRM.
20. Explain non-monetary incentives.

(8 x 2 = 16 Marks)

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

21. A Human Resource Manager is a change agent in the organization. Explain.
22. "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance." Discuss.
23. What are the advantages of career planning?
24. Elaborate the objectives of induction.
25. "Executive development is guided self-development." Do you agree? Give reasons.
26. Discuss the Traditional methods of performance appraisal in detail?
27. "Human Resource Management seeks to achieve personal and social goals." Explain.
28. What are the differences between promotion and demotion?

(6 x 4 = 24 Marks)

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

29. What is testing in selection process? Discuss important methods of selection tests.
30. What are the objectives of employee training? Explain the need for training in modern industry.
31. What is workers participation in management? Explain the different methods of workers' participation.

(2 x 15 = 30 Marks)