

QP CODE: 24018966



Reg No :
Name :

M.COM DEGREE (CSS) EXAMINATION , APRIL 2024

Second Semester

CORE - CM010202 - HUMAN RESOURCE MANAGEMENT

M.COM FINANCE AND TAXATION, M.COM FINANCE AND TAXATION (SF), M.COM
MANAGEMENT AND INFORMATION TECHNOLOGY (SF), M.COM MARKETING AND
INTERNATIONAL BUSINESS (SF)

2019 Admission Onwards

D2EF8897

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

*Weight **1** each.*

1. What are the objectives of Human Resource Planning?
2. What do you mean by placement?
3. State any five principles of HRD.
4. Describe the structure of Quality Circle.
5. Explain the philosophy of Training.
6. Distinguish between induction and training. Explain the significance of on- the- job training.
7. What is Quantitative method of Job Evaluation?
8. What is separation?
9. What is Human Resource Outsourcing?
10. What are HR records? Explain with examples.

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

*Weight **2** each.*

11. What are the essential characteristics of a sound HR policy?
12. Explain the concept of HRD and discuss the important components of HRD mechanism.
13. Explain the need and importance of human capital measurement.



14. Explain training for creativity and problem solving with its methods
15. Explain the essentials of an effective grievance handling procedure.
16. Explain the objectives of Worker's Participation in Management.
17. Discuss any three Human Resource Accounting methods based on HR Cost.
18. Why human resource audit is gaining popularity in the current business scenario?

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

*Weight **5** each.*

19. 'Human resource management involves two categories of functions- managerial and operative'. Explain these functions.
20. "The choice of job analysis method depends upon the purposes to be served by the data." Discuss the methods of job analysis and highlight the usefulness of each method.
21. Why selection process is called "successive hurdle technique."? What are the successive hurdles commonly involved in this process?
22. Explain the traditional methods of employee performance appraisal. State the merits and demerits of each method.

(2×5=10 weightage)