



PG – 570

I Semester M.Com. Examination, January 2017
(CBCS)
COMMERCE
Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

1. Answer **any seven** sub-questions from the following. **Each** question carries **two** marks. (7×2=14)
- Define HRP.
 - What is meant by Job Specification ?
 - What is Work Place Harassment ?
 - What is HR Audit ?
 - Give the meaning of Collective Bargaining.
 - What is meant by Moonlighting ?
 - Differentiate between Wage and Salary.
 - What is meant by Employee Poaching ?
 - What is Vestibule Training ?
 - Define Eustress.

SECTION – B

Answer **any four** questions from the following. **Each** question carries **five** marks. (4×5=20)

- Explain how HR functions are organised in a large public sector manufacturing organisation with the help of an organisation chart.
- "HR Audit improves the status of HR functions". Explain.
- Explain the approaches to Labour Welfare.

P.T.O.



5. Explain the different types of Job Interviews.
6. Explain the relevance of Trade Unions.
7. As a HR Manager of an organisation what measures you would adopt to maintain the health of the employees ?

SECTION – C

Answer **any three** questions from the following. **Each** question carries **twelve** marks.
(3×12=36)

8. Explain the process of employee selection.
 9. Explain the factors to be considered while designing the Employee Compensation plan.
 10. Explain the new challenges in Human Resource Management.
 11. Explain the reasons for Industrial Dispute and also explain the ways of resolving dispute.
 12. Explain the inputs that must be considered while designing the Employee Training Programme.
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PG – 883

I Semester M.Com. Degree Examination, January 2016
(CBCS)

COMMERCE

Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

Instruction : Answer all Sections.

SECTION – A

Answer any **seven** sub-questions. Each sub-question carries **two** marks : (7x2=14)

1. A) List the inputs and outputs of an HRM model.
- B) Give two examples of personnel policies.
- C) Distinguish between job description and job specification.
- D) What is workplace harassment ?
- E) What are the four levels of training evaluation ?
- F) State 4 types of incentives for team work ?
- G) What are the components of Hay-Guide Chart Method of job evaluation ?
- H) What are the different forms of violence at workplace ?
- I) List the causes of poor employee productivity.
- J) State 4 advantages of recruitment.

SECTION – B

Answer any **four** questions. Each question carries **five** marks : (4x5=20)

2. Distinguish between job evaluation and performance appraisal.
3. Discuss the need for a safety policy.
4. What are the principles underlying employee compensation ?
5. Discuss the organisational initiatives to encourage participative management.
6. Explain the factors affecting Human Resource Planning.
7. What are the ethical issues in HR ?

P.T.O.



SECTION - C

Answer any three questions. Each question carries 12 marks : (3x12=36)

- 8. Explain the recent trends in organisation for woman safety.
- 9. Describe the recent trends in training practices in India.
- 10. Explain the impact of HR Audit in service organisation.
- 11. Discuss the mechanisms adopted for resolving industrial disputes.
- 12. Discuss the various types of labour welfare practices in organizations.

SECTION - B

Answer any four questions. Each question carries five marks (4x5=20)

- 1. Distinguish between job evaluation and performance appraisal.
- 2. Discuss the need for a safety policy.
- 3. What are the factors affecting employee compensation?
- 4. Discuss the organizational initiatives to encourage participative management.
- 5. Explain the factors affecting Human Resource Planning.
- 6. What are the ethical issues in HR?



PG – 756

I Semester M.Com. Examination, January 2015
(CBCS)

Commerce

Paper – 1.6 : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **seven** sub questions from the following. **Each** question carries **two** marks.

(7×2=14)

1. a) Give the meaning of Human Resource Management.
- b) What is Human Resource Planning ?
- c) What is Human Resource Audit ?
- d) Define Job Enrichment.
- e) What is Merit Rating ?
- f) What is Vestibule training ?
- g) What do you mean by employee welfare ?
- h) What are ethics in HRM ?
- i) Outline any four major trade union in India.
- j) What is Job enlargement ?

SECTION – B

Answer **any four** questions from the following. **Each** question carries **five** marks.

(4×5=20)

2. Outline the functions of HRM.
3. Explain the purpose of Human Resource Audit.
4. Discuss the need for abating industrial accidents.
5. Give a brief note on Job analysis and design.
6. Explain the need for industrial safety.
7. How do you control workplace harassment ?

P.T.O.



SECTION - C

Answer **any three** questions from the following. **Each** question carries **twelve** marks. (3x12=36)

8. Define Recruitment. Explain the nature and process of international Recruitment.
9. Outline the ethical and social issues in Human Resource Management.
10. What are industrial disputes ? Explain the causes for industrial disputes and the ways of resolving them.
11. Explain the principles and techniques of employee compensation.
12. "To manage a business is to manage its future and to manage future is to Manage information". In this context explain the role of Human Resource manager in Human Resource Empowerment.