M.COM DEGREE (CSS) EXAMINATION , JANUARY 2022

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

3AABE9E2

Time: 3 Hours   Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

*Weight **1** each.*

1. What are appealed policies and originated policies?

2. Define the term human resource planning.

3. What is recruitment?

4. Mention any five qualities of HRD Managers.

5. What do you mean by brainstorming?

6. Define Demotion?

7. What is Industrial Relation ?

8. What is Grievance handling?

9. What do you mean by HR records? State the types of HR records usually maintained by organizations.

10. What do you mean by HR Audit?

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

*Weight **2** each.*

11. Explain the elements of a good induction programme.

12. Briefly explain the need and importance of HRD in an organization.

13. Goleman has suggested five major components of EI. Explain

14. Explain the different training evaluation techniques.

15. Differentiate between on-the-job and off-the-job training.

16. Explain the merits and demerits of Point System under Job Evaluation.

17. What are the contractor's liabilities towards the client company upon human resource outsourcing?

18. What is Historical Cost Approach in HRA? State its merits and demerits.

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

*Weight **5** each.*

19. Discuss the various functions of human resource management.

20. What is TQM? How can human resource managers contribute towards TQM?

21. Describe the role, responsibilities and challenges to training managers and employees.

22. Briefly discuss the various methods of Performance appraisal.

(2×5=10 weightage)