D 111875 (Pages : 2) Name...

Reg. No.....................................

THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION NOVEMBER 2024

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019—2023 Admissions)

Time : Two Hours and a Half   Maximum : 80 Marks

Part A

Answer **all** *the questions.*
2 marks each. Max. 25 Marks.

1. Define HRM.

2. What is Job description ?

3. Define Selection.

4. What is performance appraisal ?

5. What do you meant by career development ?

6. What is Time wage system ?

7. What is a complaint ?

8. What is Hot Stove Rule ?

9. What is fringe benefit ?

10. What are critical incidents method ?

11. What is competitive advantage ?

12. What is Labour participation in Management ?

13. What is sensitivity training ?

14. What is personnel management ?

15. What is preliminary interview ?

(15 × 2 = 30 Maximum ceiling 25 Marks)

Turn over

Part B

*Answer **all** the questions.*
5 *marks each. Max. 35 Marks.*

16. What are the steps in grievance redressal procedure ?

17. Discuss the role of Human resource manager.

18. Discuss the various sources of recruitment.

19. What are the important methods of job design ?

20. What are the objectives of induction ?

21. Write a note on training evaluation.

22. What are the objectives of performance appraisal ?

23. What are the advantages of career planning ?

(8 × 5 = 40 Maximum ceiling 35 Marks)

Part C

*Answer any **two** of the following.*
10 *marks each.*

24. What is Compensation ? Discuss the criteria for developing a good compensation system in an organisation.

25. Briefly explain the methods or techniques of performance appraisal.

26. What is Training ? What is the need for training ? Also discuss the importance of training in an organisation.

27. Define HRM. Discuss about the evolution of the concept of HRM.

(2 × 10 = 20 marks)