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I Semester M.Com. Degree Examination, August - 2021

COMMERCE

Human Resource Management

(CBCS Scheme 2018-19)

Paper : 1.6

Time : 3 Hours

Maximum Marks : 70

SECTION - A

Answer any **Seven** questions. Each sub-question carries **Two** marks.

(7×2=14)

1. a) Define HRM.
- b) What is meant by Job evaluation?
- c) State the need of Fringe benefits.
- d) What is the effect of Automation of work?
- e) Give the meaning of Quality circles.
- f) What do you mean by Golden Handshake?
- g) What is Job Enrichment?
- h) Differentiate between Job description and Job specification.
- i) What is OSHA?
- j) What is meant by Worker Participation in Management.

SECTION - B

Answer any **Four** questions. Each question carries **Five** marks.

(4×5=20)

2. Explain the factors to be considered while designing the Employee Compensation plans?
3. What are the ethical issues in HR? Explain.
4. Distinguish between Traditional and Modern methods of Assessment.
5. How do you control Glass Ceiling in working environment?
6. Explain the causes of Industrial dispute.
7. Write a note on job analysis with suitable example.

[P.T.O.]



SECTION - C

Answer any **Three** questions. Each question carries **Twelve** marks. (3×12=36)

8. "Performance appraisal fails due to personal bias". In this context explain errors of Performance appraisal.
9. Explain the impact of HR Audit in service organization.
10. "Human Resource Management plays an important role in managing multicultural workforce". Explain.
11. Explain various trends in Training and its impact on Indian organization. Elaborate?
12. Explain in detail various Victor Vroom's Motivational Theory.