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I Semester M.Com. Examination, February 2019  
(CBCS Scheme)  
COMMERCE

Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

**Instruction :** Attempt all the Sections.

SECTION – A

1. Answer **any seven** sub-questions of the following, **each** sub-question carries **two** marks. (7×2=14)
- What is quality of work life ?
  - What do you mean by managerial creativity ?
  - What is job enrichment ?
  - What is third party intervention ?
  - What are Behaviorally Anchored Rating Scales (BARS) ?
  - What do you mean by human resource audit ?
  - Write any two reasons for industrial accidents.
  - What is fair wage ?
  - What are quality circles ?
  - Give the meaning of work stress.

SECTION – B

- Answer **any four** questions of the following, **each** question carries **five** marks. (4×5=20)
- What is the impact of high technology on Job design ?
  - 'Ethics in man power planning has become irrelevant'. Briefly discuss.
  - Discuss the need for collective bargaining.

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5. Outline four differences between termination and resignation.
6. 'Fringe benefits have psychological and social base'. Comment.
7. Explain the importance of developing cross cultural sensitivity in organisation.

### SECTION – C

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

8. Explain various functions and roles of H.R. Manager. How are they useful in enhancing the efficiency of the organisation ?
9. Outline the safety measures and programmes initiated by organisations to empower safety and security of employees.
10. What do you understand by employee remuneration ? Bringout the component of employee remuneration.
11. What is violence at work place ? Discuss various types of violence.
12. 'Monetary expenditure spent on training prospective employee is not an expenditure but rather an effective investment' – Discuss.



PG – 739

I Semester M.Com. Examination, January/February 2018  
(CBCS Scheme)  
**COMMERCE**  
**Paper – 1.6 : Human Resource Management**

Time : 3 Hours

Max. Marks : 70

**Instruction : Attempt all the Sections.**

**SECTION – A**

1. Answer **any seven** sub-questions of the following, **each** sub-question carries **two** marks. (7×2=14)
- State the need of Job Analysis.
  - What is vestibule Training ? Give example.
  - What is Delphi Technique ?
  - What do you mean by Career Anchors ?
  - What is 360 degree appraisal ?
  - What do you mean by Intra-Mural Facilities ?
  - Give the meaning of the Red Hot Stove Rule.
  - What is Tripartite Bodies ?
  - Define Human Resource Management (HRM).
  - What do you mean by Internal Mobility ?

**SECTION – B**

Answer **any four** questions of the following, **each** question carries **five** marks.

(4×5=20)

- "Culture is an important factor in Succession Planning". Discuss.
- Human Resource Management plays a vital role in the whole system of management of an industrial organization. Explain.
- Briefly review the way/forms by which employees separate themselves from the organization they are serving.

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5. Explain the effects of stress at work on employees.
6. Elucidate importance of safety and health programmes for employees.
7. Describe the various challenges faced by Trainer.

SECTION – C

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

8. "Performance appraisal is not merely for appraisal but is for accomplishment and improvement of performance". Discuss.
9. "Impact of Technology on HRP" highlight the statement with appropriate examples.
10. Describe in detail various tools used in Selection Process.
11. What is Career Planning ? What are the challenges today's managers are facing in career advancement ?
12. Write a detailed note on "work-life balance" as an important components of HRM ?



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)**
- a) Define HRP.
  - b) What is meant by Job Specification ?
  - c) What is Work Place Harassment ?
  - d) What is HR Audit ?
  - e) Give the meaning of Collective Bargaining.
  - f) What is meant by Moonlighting ?
  - g) Differentiate between Wage and Salary.
  - h) What is meant by Employee Poaching ?
  - i) What is Vestibule Training ?
  - j) Define Eustress.

SECTION – B

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

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

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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.  
(3x12=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 : (7×2=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 : (4×5=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 ?

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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 principles underlying employee compensation?
- 4. Discuss the organisational 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.

SECTION – B

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

(4x5=20)

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