

Reg. No. : .....

Name : .....

**Fifth Semester B.A./B.Sc./B.Com. Degree Examination, December 2022**

**First Degree Programme Under CBCSS**

**Economics**

**Open Course**

**EC 1551.2 — HUMAN RESOURCE MANAGEMENT**

**(2019 Admission Onwards)**

Time : 3 Hours

Max. Marks : 80

**SECTION – A**

Answer **all** questions in **one** or **two** sentences, each question carries **1** mark.

1. Collective bargaining.
2. Recruitment.
3. Layoff.
4. Staffing.
5. Human Resource planning.
6. Placement.
7. Induction Training.
8. Promotion.

**P.T.O.**

9. Job rotation technique.
10. Industrial democracy.

(10 × 1 = 10 Marks)

SECTION – B

Answer any **eight** questions not exceeding **one** paragraph. Each question carries **2** marks.

11. What are the important prerequisites of a good organisation structure?
12. What are the good qualities of a HR Manager?
13. Write a short note on Recruitment practices in India.
14. Distinguish between Formal and Informal organisation.
15. Explain the concept of Human capital.
16. Distinguish between On-the-job and Off-the-training.
17. Define Separation.
18. Bring out the functional areas of HRM.
19. Explain the need and importance of Transfer.
20. What is Discharge or dismissal?
21. Explain the role of Government in the area of Human resources.
22. What is meant by HR Inventory?
23. What you meant by Induction?
24. Write a short note on Personal Management.

25. Explain the concepts of Demotion and Separation.
26. What is business ethics?

**(8 × 2 = 16 Marks)**

**SECTION – C**

Answer any **six** questions not exceeding **120** words. Each question carries **4** marks.

27. Explain the objectives and functions of Human Resource Management.
28. What are important steps involved in Selection process?
29. Discuss the important methods of Training.
30. What are the various factors influencing in HR planning?
31. What are the important sources of Recruitment?
32. Briefly explain Traditional types of Organisation.
33. Discuss the essential characteristics of human resources.
34. What are the important advantages of the Good industrial relationship?
35. Discuss the procedure of disciplinary action in a firm.
36. Point out the importance of Worker's participation in management in India.
37. What are the important recruitment strategies?
38. Point out the limitations of Human resource planning.

**(6 × 4 = 24 Marks)**

## SECTION – D

Answer any **two** questions, not exceeding **four** pages. Each question carries **15** marks.

39. Describe the scope of HRM and explain HRM as a factor of competitive advantage.
40. Briefly explain the process of Human Resource Planning.
41. Briefly explain the role of HR Managers in the contemporary world.
42. Define Recruitment. What are the important steps involved in Recruitment process?
43. What are methods of job evaluation? Describe merits and demerits of job evaluation methods.
44. Describe the role of HRM in the emerging economic scenario.

**(2 × 15 = 30 Marks)**