

COM 504.1

Reg. No.

CREDIT BASED FIFTH SEMESTER B.Com. DEGREE EXAMINATION OCTOBER 2013
COMMERCE
HUMAN RESOURCE MANAGEMENT - I

Time: 3 Hrs

Max. Marks: 80

SECTION – A

Answer any Three questions:

3X20=60

1. “In view of constant changes in the environment, HR Manager’s role has undergone a dramatic change” – Explain the competencies and responsibilities of a HR Manager.
2. What is Recruitment? Explain the different sources of recruitment with advantages and disadvantages.
3. “Executive development is an ongoing process”- Explain the various techniques used in management development.
4. “Systematic human resource planning will enable an organization to get the right number of qualitative people into the right job at the right time”- substantiate in the context of the process of human resource planning.

SECTION – B

Answer any Three questions:

3X5=15

5. Explain competency profiling and matching.
6. “A firm should strike a proper balance between merit based and seniority based promotion”- Explain in the light of a sound promotion policy.
7. What is meant by performance appraisal? What are the limitations of performance appraisal?
8. Explain the different types of interviews.

SECTION – C

Answer all the questions:

5X1=5

9. What is meant by job specification?
10. How career cycle is different from career path?
11. Distinguish between layoff and retrenchment of an employee.

12. Give the meaning of the terms Job Enlargement and Job Enrichment.

13. What are the components of Job Analysis?

COM 504.1

Reg. No.

CREDIT BASED FIFTH SEMESTER B.Com. DEGREE EXAMINATION
OCTOBER 2014
COMMERCE
HUMAN RESOURCE MANAGEMENT – I

Time: 3 Hrs

Max. Marks: 80

SECTION – A

Answer any Three questions:

3×20=60

1. Define Human Resource Management. Explain the various functions of HRM.
2. “Use of right technique for performance appraisal will lead to the reward of an employee in the right dimension” – Substantiate the statement in the light of various techniques of performance appraisal.
3. Define Human Resource Planning? Briefly explain the process of Human Resource Planning.
4. Define Recruitment. Describe critically the various sources of recruitment for executives.

SECTION – B

Answer any Three questions:

3×5=15

5. “Sound HR Policy is the central point of an organization”- Explain the essentials of a sound HR policy on the basis of the

statement given.

6. Enumerate merit based promotion and seniority based promotion.
7. Distinguish between training and development.
8. Explain the need for transfers in an organization.

SECTION – C

Answer all the questions:

5×1=5

9. How career planning is different from succession planning?
10. What is meant by job description?
11. Distinguish between promotion and upgradation.
12. Give any two causes of demotion.
13. Mention the different types of transfers.

COM 504.1

Reg. No.

CREDIT BASED FIFTH SEMESTER B.Com. DEGREE EXAMINATION
OCTOBER 2015
COMMERCE
HUMAN RESOURCE MANAGEMENT – I

Time: 3 Hrs

Max. Marks: 80

SECTION – A

Answer any THREE questions:

3×20=60

1. Explain the concept of Human Resource Management. What is the role competences and challenges of Human Resource Manager in a modern organization?
2. What is Human Resource Planning? Explain the need and the process of Human Resource Planning?
3. Define Performance Appraisal. Explain the traditional methods of performance appraisal.
4. Explain the procedure involved in selection of employers in an organization.

SECTION – B

Answer any THREE questions:

3×5=15

5. Differentiate between Human Resource Management and Human Resource Development.
6. Write a note on Job description.
7. Explain the importance of training.
8. Explain the criteria for promoting an employee in an organization.

SECTION – C

Answer all the questions:

5×1=5

9. Mention two differences between career planning and succession planning.
10. What is meant by exit policy?

11. What is job enrichment?
12. Give the meaning of competency profiling.
13. What is upgradation?

.....

14. The Rate of return on the security of a company and market portfolio for 10 years are below:

Years	Return of security	Return on Market
1	25	27
2	27	25
3	30	23
4	26	21
5	23	25
6	-10	13
7	22	-11
8	24	10
9	-12	11
10	25	16

- a) What is Beta of the security?
- b) What is the characteristics line for the security?
- c) What is the Alpha of the Security?

COM 504.1

Reg. No.

**CREDIT BASED FIFTH SEMESTER B.Com. DEGREE EXAMINATION APRIL 2016
COMMERCE**

HUMAN RESOURCE MANAGEMENT – I

Time: 3 Hrs.

Max. Marks: 80

SECTION – A

Answer any THREE questions:

3×20=60

1. Define Human Resource Planning. Briefly explain the process of Human Resource Planning?
2. Explain various methods of training.
3. Define recruitment. Describe the various sources of recruitment.
4. What is performance appraisal? Explain the traditional methods of performance appraisal?

SECTION – B

Answer any THREE questions:

3×5=15

5. Explain the operative functions of HRM.
6. Distinguish between HRM & HRD.
7. Distinguish between training and development.
8. What are the problems of performance appraisal?

SECTION – C

Answer ALL the questions:

5×1=5

9. What is job specification?
10. What is meant by MBO?
11. Give the meaning of Job Enlargement and Job Enrichment.
12. Distinguish between promotion and up gradation.
13. Distinguish between lay off and retrenchment of an employee.
