



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 ?



SECTION – C

Answer **any three** questions from the following. **Each** question carries **twelve** marks.  
(3×12=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.
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I Semester M.Com. Degree Examination, January 2016

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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 ?



SECTION – C

Answer **any three** questions. **Each** question carries **12** marks :

**(3×12=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.
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