

**D 92880**

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Name.....

Reg. No.....

**THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION  
NOVEMBER 2020**

B.Com.

**BCM 3C 03—HUMAN RESOURCE MANAGEMENT**

Time : Two Hours and a Half

Maximum : 80 Marks

**Section A**

*Answer at least ten questions.*

*Each question carries 3 marks.*

*All questions can be attended.*

*Overall Ceiling 30.*

1. Define Human Resources Management.
2. State the objectives of HRP.
3. What is job analysis ?
4. What is job specification ?
5. What is job enlargement ?
6. What is merit rating ?
7. Define Recruitment.
8. What is aptitude test ?
9. What is Management by Exception ?
10. What is Induction ?
11. What is on the job training ?
12. What is multiple management ?
13. What is role playing ?
14. Define performance appraisal.
15. Mention the aims of discipline.

(10 × 3 = 30 marks)

**Turn over**

**Section B**

*Answer at least five questions.*

*Each question carries 6 marks.*

*All questions can be attended.*

*Overall Ceiling 30.*

16. Explain the features of Human Resources Management.
17. Explain the Scope of HRM.
18. What are the functions of Human Resource Manager ?
19. What are the barriers to human resource planning ?
20. Differentiate between job enlargement and job enrichment.
21. Explain the advantages of job evaluation.
22. What are the objectives of induction ?
23. Explain the career development process.

(5 × 6 = 30 marks)

**Section C**

*Answer any two questions.*

*Each question carries 10 marks.*

24. Explain in detail the evolution of HRM.
25. Explain in detail the importance of human resource planning.
26. Explain in detail the advantages and disadvantages of MBO.
27. Define Grievances. Explain the causes or sources of Grievances.

(2 × 10 = 20 marks)