

**D 120568****(Pages : 2)****Name.....****Reg. No.....****FOURTH SEMESTER (CBCSS—UG) DEGREE EXAMINATION  
APRIL 2025****Hotel Management and Catering Science/Culinary Arts****BSH/C4 C08—HUMAN RESOURCE MANAGEMENT****(2019—2023 Admissions)****Time : Two Hours****Maximum : 60 Marks****Section A***Answer the following questions in not exceeding **one paragraph**.**Each question carries 2 marks.**(Maximum Marks 20)*

1. Mention two methods of Job analysis.
2. What is HR inventory ?
3. Mention the activities involved in acquisition function of HRM.
4. Point out the Purpose and Importance of Recruitment.
5. Explain Graphic Rating Scale Method.
6. Explain “Off the job Development “and “On the job Development.”
7. How does a personnel office contribute to employee development and training.
8. What is job rotation ?
9. What is the minimum wage, and why is it important in the hotel industry ?
10. Explain Individual Evaluation Methods and Multiple Evaluation Method ?
11. Explain Career planning development in human resource ?
12. Explain Fringe benefits ?

**Turn over**

**Section B (Short Essay)**

*Answer the following questions in not exceeding 120 words each.*

*Each question carries 5 marks.*

*(Maximum Marks 20)*

13. Explain the significance of the Fair Labor Standards Act (FLSA) in the hotel industry.
14. Explain employee career planning and Development.
15. What steps are involved in the selection procedure ? Explain them briefly.
16. List three key functions of a Human Resource Information System (HRIS).
17. Explain the causes of employee frustration.

**Section C (Long Essay)**

*Answer any **two** (2) questions in not exceeding 250 words.*

*Each question carries 10 marks.*

*(Maximum Marks 20)*

18. Compare and contrast (HRIS, HRMS (Human Resource Management System), and HCM (Human Capital Management).
19. Explaining the importance of training to human resources in hospitality industry.
20. Discuss the potential impacts of mergers and acquisitions on employee morale and retention.
21. Explain the different types of employee benefits typically offered by organizations.