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Name.....

Reg. No.....

**THIRD SEMESTER (CBCSS—UG) DEGREE EXAMINATION
NOVEMBER 2022**

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2019 Admission onwards)

Time : Two Hours and a Half

Maximum : 80 Marks

Part A*Answer all questions.**Each question carries 2 marks.*

1. What is meant by Internship ?
2. Write the meaning of operational E-HRM.
3. What is job specification ?
4. What do you mean by proficiency test ?
5. What is Recruitment ?
6. What is halo effect ?
7. What is meant by employee grievance ?
8. How job evaluation is different from job analysis ?
9. What is formal appraisal ?
10. What is meant by short term man-power planning ?
11. What is benchmarking ?
12. What is meant by critical incident appraisal method ?
13. What are fringe benefits ?
14. What is monetary incentive ?
15. What do you mean by performance management ?

(15 × 2 = 30, Maximum ceiling 25 Marks)

Turn over

Part B

*Answer all questions.
Each question carries 5 marks.*

16. What are the factors affecting recruitment ?
17. What is E-HRM? What are its different types ?
18. What are the contents to be included in an induction programme of an employee ?
19. What criteria would you use to evaluate the training programme ?
20. Describe the limitations of career planning.
21. Explain the significance of Hot Stove Rule in a working environment of an organisation.
22. Explain the process of performance appraisal.
23. What are the advantages of job evaluation ?

(8 × 5 = 40, Maximum ceiling 35 Marks)

Part C

*Answer any two questions.
Each question carries 10 marks.*

24. Define man power planning. Explain the pre-requisites of man power planning.
25. Explain the different methods of wage systems.
26. Explain the steps included in the training process.
27. How performance appraisal can be made more effective ?

(2 × 10 = 20 marks)