



K20P 1143

Reg. No. : .....

Name : .....



III Semester M.Com. Degree (CBSS – Reg./Suppl./Imp.)  
Examination, October 2020  
(2014 Admission Onwards)  
COM3C15 : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 60

SECTION – A

Answer **any four** questions in this Section :

**Each** question carries **1** mark for Part (a), **3** marks for Part (b) and **5** marks for Part (c) :

1. a) What is HR Audit ?  
b) “HR Sourcing is important in recruitment to improve quality of hiring” – Elucidate.  
c) Furnish the objectives of HR Records.
2. a) What is Performance Appraisal ?  
b) Discriminate between promotion and transfer.  
c) State the prominent handicaps of HRP.
3. a) What do you mean by training ?  
b) What do you mean by 360 degree appraisal ?  
c) Briefly explain Hot Stove rule.
4. a) What is TQM ?  
b) Distinguish between Dismissal and Retrenchment.  
c) Elaborate the importance of suggestion scheme.
5. a) What do you mean by attitudinal training ?  
b) Differentiate between HRM and HRD.  
c) Point out the emerging issues in HRM.

P.T.O.



6. a) What do you mean by Group dynamics ?
- b) Distinguish between training and development.
- c) Define the term HR Research. Also substantiate the need for it. (4×9=36)

SECTION – B

Answer the **two** questions in this Section :

**Each** question carries **12** marks :

7. a) What are the causes of grievances ? Explain the grievance handling procedures.

OR

- b) How will you identify the training need of manufacturing organisation ? Explain important training methods.

8. a) Detail the process of recruitment.

OR

- b) In the present scenario, HR managers perform a variety of responsibilities – Discuss them. (2×12=24)
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