



Vth Sem 2013

M 4369

Reg. No. :

BCom

Name :

V Semester B.A./B.Sc./B.Com./B.B.A./B.B.A. T.T.M./B.B.M./ B.C.A./
B.S.W./B.A. Afsal ul Ulama Degree (CCSS – Reg./Supple./Improv.)
Examination, November 2013

Core Course in Commerce

5B13 COM : HUMAN RESOURCE MANAGEMENT
(Optional)

Time : 3 Hours

Max. Weightage : 30

PART – A

Two bunches of questions carrying equal weightage of one. Answer all questions.

1. 1) Function of HRM

- | | |
|-----------------|----------------|
| a) Innovation | b) New product |
| c) Job analysis | d) None |

2) Application blank

- | | |
|----------------------|------------------|
| a) Job analysis | b) Job appraisal |
| c) Selection process | d) None |

3) Demotion

- | | |
|----------------------|----------------------|
| a) Upward movement | b) Downward movement |
| c) Promotion process | d) None |

4) Security of employment

- | | |
|-----------------------|----------------|
| a) Halsay plan | b) Trade union |
| c) Man power planning | d) None |



II. Match the following :

- | | |
|------------------------|--------------------------|
| 5) Man power planning | a) On the job ticket |
| 6) OJT | b) Motivation theory |
| 7) Graphic Rate scales | c) Performance appraisal |
| 8) Esteem needs | d) Current man power |
| | e) On the job training |
| | f) Desired man power |
- (W. 2×1=2)**

PART – B

Answer **any 8** questions. **Each** question carries a weightage of **one**.

- 9) What is Job analysis ?
 - 10) What is job description ?
 - 11) What is man power planning ?
 - 12) What is meant by selection ?
 - 13) What is the concept of Training ?
 - 14) What is Job grading ?
 - 15) What do you mean by performance appraisal ?
 - 16) What do you mean by wage incentive ?
 - 17) What do you mean by Grievance ?
 - 18) What is dismissal ?
- (W.= 8×1=8)**



PART – C

Answer **any six** questions. **Each** question carries a weightage of **two**.

- 19) Explain the functions of Trade Unions.
- 20) What are the causes of indiscipline ?
- 21) What are the essentials of a sound incentive plan ?
- 22) What are the objectives of wage and salary administration ?
- 23) What are the objectives of performance appraisal ?
- 24) What are the uses of Job Evaluation ?
- 25) Explain the need for training.
- 26) Discuss the process of career planning. (W. = 6×2=12)

PART – D

Answer **any two**. **Each** carries a weightage of **four** :

- 27) Describe the process of man power planning.
 - 28) Explain the uses of Job analysis.
 - 29) Explain the causes of change. (W. = 2×4=8)
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