



K19U 0300

Reg. No. : .....

Name : .....

II Semester B.Com. Degree (CBCSS-Reg./Supple./Improv.)  
Examination, April 2019  
(2014 Admission Onwards)  
CORE COURSE IN COMMERCE  
2B04COM : Human Resource Management

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries  $\frac{1}{2}$  marks.

1. The two products of job analysis are \_\_\_\_\_ and \_\_\_\_\_.
2. A group decision making technique in which members of the group never meet face to face is called \_\_\_\_\_.
3. The concept of MBO was introduced by \_\_\_\_\_.
4. \_\_\_\_\_ is the process of reducing the number of employees working in an organisation. (4x $\frac{1}{2}$ =2)

PART – B

Answer **any 4** questions. **Each** question carries **1** mark.

5. What do you mean by incentives ?
6. What is BARS ?

P.T.O.



7. What is the basic objective of human resources planning ?
  8. What do you mean by performance appraisal ?
  9. What are the sources of grievances ?
  10. What do you mean by induction ?
- (4×1=4)**

PART – C

Answer **any 6** questions. **Each** question carries **3** marks.

11. What are the essentials of a good disciplinary system ?
  12. What do you mean by job evaluation ?
  13. Distinguish between recruitment and selection.
  14. Describe the qualities required for a HRD Manager.
  15. What are the causes of absenteeism ?
  16. Explain MBO approach to Performance Appraisal.
  17. Discuss the problems faced in manpower planning.
  18. What are the two principal systems of wage payments ?
- (6×3=18)**

PART – D

Answer **any 2** questions. **Each** question carries **8** marks.

19. Describe the functions of human resource management.
  20. Describe the importance of job analysis.
  21. Explain various methods of training employees in an organization. **(2×8=16)**
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