

**B.Com(ISM) DEGREE EXAMINATION, APRIL 2020**  
**II Year IV Semester**  
**Human Resource Management**

**Time : 3 Hours**

**Max.marks :60**

**Section A** ( $10 \times 1 = 10$ ) Marks

Answer any **TEN** questions

Write short note:

1. Human resource management.
2. Aptitude test.
3. External source of recruitment.
4. Off the job training.
5. Apprenticeship training.
6. 360 degree performance Appraisal.
7. Transfer.
8. Demotion.
9. Time wages.
10. Incentive.
11. Motivation.
12. Induction.

**Section B** ( $5 \times 4 = 20$ ) Marks

Answer any **FIVE** questions

13. Explain the different types of tests.
14. Distinguish between human resource management and Personnel management.
15. What are the benefits of On the Job training?
16. What are advantages of induction?
17. Explain the demerits of seniority based promotion.
18. Enumerate the financial and non financial motivations.
19. Discuss the Herzberg's theory of motivation.

**Section C** ( $2 \times 15 = 30$ ) Marks

Answer any **TWO** questions

20. Explain the various interview techniques.
21. Elaborate the techniques of training.
22. Describe the various steps involved in the process of career planning.
23. Explain Maslow's hierarchy of needs.

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