

B.Com(Hons) DEGREE EXAMINATION, APRIL 2020
III Year VI Semester
Human Resource Management

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer **ALL** the questions

1. Define HRM.
2. Why Human Resource Planning is required in an organisation ?
3. What is Interview?
4. Give the meaning of the term 'Induction'.
5. Why training is required for employees?
6. What is the need for motivating the employees?
7. Define MBO.
8. Explain the term 'Collective Bargaining'.
9. What are the social security measures?
10. What is HR Audit?

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

11. Distinguish Personnel Management from Human Resource Management.
12. What are the merits of internal source of recruitment?
13. State the importance of HR planning.
14. Explain the methods of Job Evaluation.
15. What are the limitations of 'Efficiency Rating' ?
16. What are the different types of Employee transfers?
17. Explain 'Quality Circles'.
18. Explain Workers participation in management.

Section C ($2 \times 15 = 30$) Marks**PART - A - Case Study - Compulsory Question**

19. Saksoft is an Information Management and Business Intelligence company managing more than 1000 employees deployed in various countries. The time-consuming and ineffective annual performance appraisal was causing dissatisfaction amongst employees and managers. Productivity gaps occurred due to unclear work expectation and irregular feedback provided to employees. Tracking employee goal achievements, prioritizing important tasks, access to past appraisal data, and absence of constructive ongoing feedback were some challenges which made their appraisal disorganized and inconsistent. What should the company do to make its performance appraisal effective?

PART - B

Answer any **ONE** questions

20. What are the various financial and Non-financial incentives? Is it necessary to be provided to the employees?
21. Explain the importance of HR audit and indicators for HR audit.

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