SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)
(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai - 600 044.
B.Com. - END SEMESTER EXAMINATIONS - NOV'2024
SEMESTER - V
24UCOET5B01 - Human Resource Management

Total Duration : 1 Hrs.30 Mins. Total Marks : 40

Section B

Answer any **TEN** questions $(10 \times 2 = 20$ Marks$)$

1. What do you mean by Performance Management?

2. Explain the term Employee Compensation.

3. What is Benchmarking?

4. Define Management by Objective.

5. What is Behaviorally-Anchored Rating Scales.

6. State two characteristics of Effective Recruiters.

7. Define the term Organizational Culture.

8. Why listening is important during an Interview?

9. Evaluate the key component of developing a successful HR strategy.

10. Why recognition is considered an important non-monetary reward in the workplace?

11. What is Employee Loyalty?

12. Determine which factor is a major influence on Managerial Practices.

Section C

Answer any **FOUR** questions $(4 \times 5 = 20$ Marks$)$

13. Explain principle of HR management involves evaluating and improving employee performance.

14. Evaluate the benefits of using mobile technology in recruitment.

15. Describe the stages of socialization in the on boarding process.

16. Explain the foundational approach to creating a positive culture within an organization.

17. Why is it important to have a well-defined job description when benchmarking pay?

18. Explain the advantage of using job performance as a method of job analysis.

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