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 is the relationship between Economics and HR practices?

2. List the difference between Goals and Objectives.

3. Which statement best describes the concept of Bloom's Taxonomy in the context of Educational objectives?

4. What are the critical reasons for managers training in Performance Management?

5. Determine the characteristics of Effective Recruiters.

6. How does performance management impact Employee Behaviour?

7. How do non-monetary rewards impact Employee Loyalty and Retention?

8. What is a primary benefit of having a structured interview process in the Selection phase?

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

10. Why is it important to have a well-defined job description when Benchmarking Pay?

11. What is a key responsibility of Human Resources in Talent Acquisition?

12. What is the most effective way to ensure your final capstone project meets Academic Standards?

Section C

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

13. Evaluate the factor influencing Human Resource (HR) strategies in an organization.

14. Compare the most important factor in ensuring the Reliability and Validity of selection methods.

15. Explain the main benefits of Management by Objective (MBO) for Employee Development.

16. Describes Behaviourally-Anchored Rating Scales (BARS).

17. Discuss the benefit of using Applicant Tracking Systems (ATS) in the Hiring Process.

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

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