

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.

M.Com. A&F - END SEMESTER EXAMINATIONS - NOV'2024

SEMESTER - III

**24PAFET3B04 - Human Resource Management**

Total Duration : 1 Hrs.30 Mins.

Total Marks : 40

### **Section B**

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

1. Define Human Resource Management.
2. What are the factors that should be considered when developing performance objectives?
3. What is benchmarking?
4. What is pay compliance, and why is it necessary?
5. Write a short note on the recruitment process.
6. How can feedback contribute to employee performance improvement?
7. Write a note on compensation strategy.
8. What are the external factors that will affect HR strategies?
9. List three different ways to manage human resources effectively.
10. What tools are commonly used in the selection process?
11. What is the process of building a pay structure?
12. What are the steps involved in the HRM capstone project?

### **Section C**

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

13. Describe the historical evolution of HRM.
14. Describe the key components of an effective onboarding program.
15. How can effective performance management contribute to achieving strategic goals?
16. How the organizations balance monetary and non-monetary rewards?
17. Discuss the key factors that contribute to a successful HRM capstone project.
18. Discuss the steps taken by HR to create a performance-oriented culture.

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