

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. A&F - END SEMESTER EXAMINATIONS - NOV'2024
SEMESTER - V

20UAFCT5013 - Human Resource Management

Total Duration : 2 Hrs.30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Define Human Resource Management (HRM), and how does it differ from Personnel Management.
2. Illustrate the internal and external sources of recruitment.
3. Predict the purpose of induction programs in organizations.
4. Illustrate the role of non-monetary incentives (e.g., recognition and awards) in motivating employees.
5. Describe the role of labor relations in maintaining industrial peace in India.
6. Discuss the effectiveness of trade unions in securing better employment terms in highly competitive industries like IT and BPO sectors in India.
7. Apply the concept of Human Resource Audit to evaluate the HR policies of a mid-sized manufacturing company.
8. Examine the effectiveness of focusing the scope of an HR Audit on only compliance issues versus a comprehensive review of all HR functions.

Section C

Answer any **THREE** questions ($3 \times 10 = 30$ Marks)

9. Illustrate how using different selection methods can help identify the best candidates for technical roles in an engineering firm.
10. Classify the different training methods.
11. Infer the effectiveness of intrinsic versus extrinsic motivation in driving long-term employee engagement and productivity.
12. Explain the key causes of industrial disputes in Indian industries such as strikes, lockouts, or wage disputes.
13. Justify the principles of a Human Resource Audit to assess the compliance of an organization's HR policies with labor laws.
