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Reg. No. : .....

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Fifth Semester B.A./B.Sc./B.Com. Degree Examination, December 2019

First Degree Programme Under CBCSS

Economics

Open Course

EC 1551 : HUMAN RESOURCE MANAGEMENT

(2015 Admission Onwards)

Time : 3 Hours Max. Marks : 80

SECTION – I

I. Answer **all** questions. Answer in **one** or **two** sentences.

1. HR Management
2. Human capital
3. Recruitment
4. Demotion
5. Labor theory of value
6. Industrial democracy
7. Job enrichment
8. Define 'on the job training'

P.T.O.

9. Selection

10. Employee motivation

(10 × 1 = 10 Marks)

SECTION – II

II. Answer any **eight** questions **not** to exceed one paragraph. **Each** question carries **2** marks.

11. What is job analysis?

12. What are the different methods of recruitment?

13. Career planning.

14. What is meant by job description?

15. What are the objectives of training?

16. What is meant by 360 degree appraisal?

17. Performance appraisal.

18. Difference between layoff and retrenchment.

19. What are the objectives of industrial democracy?

20. Write a note on WPM.

21. Succession planning of a company.

22. What do you mean by Induction Training?

(8 × 2 = 16 Marks)

SECTION – III

III. Answer any **six** of the following. Each answer should not exceed **120** words. **Each** question carries **4** marks.

23. Difference between HRD and HRM.

24. 'India's development rest upon manpower planning'. Discuss.

25. Differentiate recruitment and selection

26. Explain the trends in India's working age population.

27. What are the reasons for transfer of workers?

28. Explain about the collective bargaining.

29. Examine the power and responsibilities of an HR manager in an organization.

30. Examine about different methods of promotion. List out the advantages of merit based promotion.

31. Liberalization and Privatization weakens trade union movement in India. Discuss.

(6 × 4 = 24 Marks)

SECTION – IV

IV. Answer any **two** questions not exceeding **4** pages each. **Each** question carries **15** marks.

32. Role of HRM in the emerging economic environment with special reference to India.

33. Define training and what are the benefits of training to the employees of company. What are the different methods of training?

34. What are the functions of HRM and how it could be differentiated from personnel management?

35. Discuss about the meaning of discipline and what are the procedures for disciplinary action.

(2 × 15 = 30 Marks)
