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TRIVANDRUM

Fifth Semester B.A./B.Sc./B.Com. Degree Examination, December 2021

First Degree Programme Under CBCSS

Economics

Open Course

EC 1551.2 : HUMAN RESOURCE MANAGEMENT

(2019 Admission)

Time : 3 Hours Max. Marks : 80

SECTION – A

Very short answer type questions. One word to maximum of 2 sentences. Answer **all** questions. **Each** question carries **1** mark.

1. HRM
2. Demotion
3. Collective bargaining
4. Job specification
5. Exit interview
6. Employee discipline
7. Promotion
8. Linearised India

P.T.O.

9. Job training

10. Separation

(10 × 1 = 10 Marks)

SECTION – B

Short Answer Type Questions. (Not to exceed one paragraph). Answer any ***eight*** questions. Each question carries **2** marks.

11. What are the major functional areas of HRM?

12. What do you mean by Human resource planning?

13. What are the different levels of HRP?

14. What are the essential characteristics of human resources?

15. Explain the concept of human capital.

16. Differentiate between promotion and demotion.

17. What do you mean by employee induction?

18. What do you mean by grievance redressal?

19. What are the emerging trends of HRM?

20. What do you mean by promotion?

21. Explain personal management.

22. What do you career management?

23. Why is exit interview needed?

24. What are the different methods of trading?

25. What are the different types of employee discipline?

26. Why mentoring is needed in an organisation?

(8 × 2 = 16 Marks)

SECTION – C

Short Essay Type Questions. (Not to exceed **120** words). Answer any **six** questions. Each question carries **4** marks.

27. Write a short note on industrial democracy.

28. Why employee resist to undergo training?

29. Specify the purpose of performance evaluation.

30. Examine the importance of industrial democracy.

31. What are the different steps involved in recruitment? Explain with example.

32. *Distinguish between HRD and HRM.*

33. What are the important features of Employee discipline?

34. Explain some concepts in framing HR policies.

35. What are the basic steps involved in Disciplinary action procedure?

36. Explain any four-management development programme.

37. Explain the various roles that HR managers needs to perform.

38. What are the various methods of training?

(6 × 4 = 24 Marks)