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

First Degree Programme Under CBCSS

Economics

Open Course

EC 1551 — HUMAN RESOURCE MANAGEMENT

(2013 Admission)

Time : 3 Hours Max. Marks : 80

SECTION – A

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

1. Human resources
2. Scientific management
3. Motivation
4. Demotion
5. Organisational structure
6. Job evaluation
7. Staffing
8. Compensation
9. HR Planning
10. Commitment

(10 × 1 = 10 Marks)

SECTION – B

Answer **any eight** questions not exceeding **1** paragraph. **Each** question carries **2** marks.

11. Distinguish between Formal and Informal organisation.

12. Explain the relevance of HRM.

13. Explain the need for External recruitment.

14. What you meant by Induction?

15. What are the important prerequisites of a good organisation structure?

16. What are the different types of Recruitments?

17. What is HR inventory?

18. What is Discharge or dismissal?

19. Explain the need and importance of Transfer.

20. Write a short note on Recruitment practices in India.

21. Explain the various steps of Job Evaluation.

22. What is HR Gap?

(8 × 2 = 16 Marks)

SECTION – C

Answer **any six** questions, not exceeding **120** words. **Each** question carries **4** marks.

23. Explain the Development of HRM.

24. Briefly explain Traditional types of Organisation.

25. What are the important sources of Recruitment?

26. What are important steps involved in Selection process?

27. Explain the concepts of Promotion, Transfer, Layoffs and Compensation.

28. What are the important advantages of the Good industrial relationship?

29. What are the causes for industrial disputes?

30. Write a short note on Personal Management.

31. Briefly explain the role of HRM in Strategic Management.

(6 × 4 = 24 Marks)

SECTION – D

(Long Essay)

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

32. What are the important methods of Training?

33. Explain the objectives and functions of Human Resource Management.

34. Explain the role of Government in the area of Human resources.

35. Explain the need and importance of HR planning. What are the various factors influencing in HR planning?

(2 × 15 = 30 Marks)