



M 7309

Reg. No. :

Name :

V Semester B.Com. Degree (CCSS-Reg./Supple./Improve.)
Examination, November 2014
CORE COURSE IN COMMERCE
5B13 COM : Human Resource Management
(2012 Admission)

Time : 3 Hours

Max. Weightage : 30

PART - A

Two bunches of questions carrying equal weightage of one. Answer all questions.

I. Fill in the blanks :

1) Job analysis

- | | |
|--------------------------|-------------------------|
| a) Development function | b) Procurement function |
| c) Compensation function | d) None |

2) Performances linked compensation

- | | |
|----------------------|--------------------------|
| a) Job specification | b) Performance appraisal |
| c) Incentive wages | d) Salary |

3) Poor working conditions

- | | |
|-------------|----------------|
| a) Lay off | b) Absenteeism |
| c) Lock out | d) Trade union |

4) Design a rational wage and salary structure

- | | |
|--------------------|----------------------|
| a) Job description | b) Job analysis |
| c) Job evaluation | d) Job specification |

(W=1)

II. Match the following :

A**B**

- | | |
|------------------------------|--------------------------------------|
| 5) Human Resource Management | a) Assigning Job |
| 6) Placement | b) Overcome the shortcomings |
| 7) Remedial Training | c) Wage incentive |
| 8) Rowan Plan | d) Personal and organisational goals |
| | e) Perform higher level jobs |
| | f) Employer morale |

(W=1)

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PART – B

Answer **any eight**. Each carries a weightage of **one**.

9. Define Human Resource Management.
10. Who is a HR Manager ?
11. What is Job Specification ?
12. Define Induction.
13. What is Training ?
14. Define Performance Appraisal.
15. What is basic compensation ?
16. What are Wage Incentives ?
17. What is Lockout ?
18. What is Grievance ?

(W = 8×1=8)

PART – C

Answer **any six**. Each carries a weightage of **two**.

19. What are the conditions for retrenchment ?
20. What are the objectives of Industrial discipline ?
21. What are the causes of absenteeism ?
22. Explain any five essentials of a sound incentive plan.
23. What are the objectives of wage and salary administration ?
24. What are the uses of performance appraisal ?
25. Explain the different types of training programmes.
26. State the advantages of formal induction.

(W = 6×2=12)

PART – D

Answer **any two**. Each carries a weightage of **four**.

27. Explain the steps involved in Job analysis.
28. Describe the various techniques used for evaluating employee performance.
29. Discuss the problems of trade unions in India.

(W = 2×4=8)