Reg. No. \_\_\_\_\_\_\_\_\_\_\_\_\_



**End Semester Examination – Nov / Dec – 2019**

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| **Code :** | **17BB2009** | **Duration :** | **3hrs** |
| **Sub. Name:** | **HUMAN RESOURCE MANAGEMENT** | **Max. Marks:** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** | **Sub Div.** | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. | a. | Define Human Resource Management. Discuss the various functions of HRM. | CO1 | 10 |
| b. | Explain the nature and scope of HRM. | CO2 | 10 |
| **(OR)** | | | | |
| 2. | a. | Elaborate the qualifications and qualities of HR. | CO3 | 10 |
| b. | Explain the challenges of Human research management in globalised era. | CO2 | 10 |
|  |  |  |  |  |
| 3. | a. | Explain the process of human resource planning. | CO1 | 10 |
| b. | Discuss the barriers of effective human resource planning. | CO2 | 10 |
| **(OR)** | | | | |
| 4. | a. | Describe the importance and necessity of human resource planning. | CO2 | 10 |
| b. | “Human resource planning aims to bridge the gap between current human resource availability and future demand”. Comment. | CO4 | 10 |
|  |  |  |  |  |
| 5. | a. | Define recruitment. Mention the principles of recruitment. | CO2 | 10 |
| b. | “In the present day Indian context, most of the selection processes are virtually a kind of elimination process”. Do you agree with this statement? Give reasons. | CO4 | 10 |
| **(OR)** | | | | |
| 6. | a. | Write short note on i) interview ii) selection iii) test. | CO1 | 10 |
| b. | Give an outline of the various factors that influence recruitment. | CO2 | 10 |
|  |  |  |  |  |
| 7. | a. | Explain the methods of merit rating. | CO2 | 10 |
| b. | Explain the traditional methods of performance appraisal. | CO2 | 10 |
| **(OR)** | | | | |
| 8. | a. | Explain the time wage system and piece wage system and fringe benefits. | CO3 | 10 |
| b. | Explain the process of grievance and redressal activities. | CO2 | 10 |
|  | | **Compulsory**: |  |  |
| 9. | a. | Explain the various internal sources of Recruitment. | CO1 | 5 |
| b. | With reference to performance appraisal, explain the following with the help of suitable examples i) BARS ii) MBO iii) 360 degree appraisal. | CO2 | 10 |
| c. | Compensation refers to both extrinsic rewards and intrinsic rewards. Explain this statement and give briefly the objectives that guide the design of compensation systems in organizations. | CO4 | 5 |