

(Pages : 3)



S - 1450

Reg. No. : .....

Name : .....

Fifth Semester B.A./B.Sc./B.Com. Degree Examination, December 2023

First Degree Programme Under CBCSS

Economics

Open Course

EC 1551.2 - HUMAN RESOURCE MANAGEMENT

(2019 Admission Onwards)

Time : 3 Hours

Max. Marks : 80

SECTION - A

Answer **all** questions in **one** or **two** sentences. Each question carries **1** mark.

1. Industrial Democracy.
2. Recruitment.
3. Collective Bargaining.
4. Discipline.
5. Human Capital.
6. Job Specification.
7. HRD.
8. Job Enrichment.

P.T.O.

9. Fringe Benefits.

10. Separation.

(10 × 1 = 10 Marks)

### SECTION – B

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

11. Distinguish between Job Design and Job Evaluation.

12. Point out the main characteristics of human capital.

13. What do you mean by Employee Compensation?

14. What is an HR Department?

15. Explain the needs of Job training in HRM.

16. Explain the main limitations of HRM.

17. Distinguish between Human Resource Management and Personal Management.

18. Write a note on the nature of HR Planning.

19. Point out the main bathers or limitations of HRP.

20. Mention the benefits of promotion.

21. What are the different methods of job analysis?

22. Explain different types of demotion.

(8 × 2 = 16 Marks)

### SECTION – C

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

23. Write a note on the various tool in employee training.

24. Explain the key qualities of an HR Manager.



25. Write a short essay on the organization of HR Department.
26. Explain various levels of Human Resource Planning.
27. Explain the main merits and limitations of Job evaluation.
28. Explain the major determinants of HRP.
29. What are the different types and purpose of Job Descriptions?
30. What are the main criteria needed for promotion under HRM?
31. Examine the main types of transfers in HRM.

**(6 × 4 = 24 Marks)**

SECTION – D

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

32. Write an essay on the Disciplinary Action Procedures.
33. Define HRD and its main functions.
34. Explain the Scope and significance of HRM.
35. Explain the features and types of employee discipline.

**(2 × 15 = 30 Marks)**