



K20U 0345

Reg. No. :

Name :

**II Semester B.Com. Degree (CBCSS – Supple./Improv.)
Examination, April 2020
(2014-2018 Admissions)**

Core Course

2B04 COM : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** question carries $\frac{1}{2}$ mark.

1. The payment of wages on the basis of number of items produced is called _____
2. _____ is the process of familiarizing the new employee with the organization.
3. The concept of MBO was introduced by _____
4. _____ is the horizontal expansion of a job to increase responsibilities of the job.

(4× $\frac{1}{2}$ =2)

PART – B

Answer **any 4** questions. **Each** question carries **1** mark.

5. What is the meaning of grievance ?
6. Define training.
7. What is potential appraisal ?
8. What is BARS ?
9. What do you mean by human resources development ?
10. What do you mean by selection ?

(4×1=4)

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PART – C

Answer **any 6** questions. **Each** question carries **3** marks.

11. What are the essentials of a good disciplinary system ?
12. What are the two principal system of wage payment ?
13. Differentiate between HRM and personnel management.
14. Explain the sources of recruitment.
15. What are the functions of trade unions ?
16. Describe the importance of training programme.
17. Discuss the operative functions of human resources management.
18. Explain Halsey and Rowan plan for individual incentive scheme. (6×3=18)

PART – D

Answer **any 2** questions. **Each** question carries **8** marks.

19. Explain the traditional methods of performance appraisal.
 20. Describe the human resources planning process.
 21. Describe the importance of job analysis. (2×8=16)
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