



M 8824

Reg. No. :

Name :

II Semester B.Com. Degree (CCSS – 2014 Adm. – Regular)
Examination, May 2015
CORE COURSE IN COMMERCE
2B04COM : Human Resource Management

Time : 3 Hours

Max. Marks : 40

PART – A

Answer **all** questions. **Each** carries $1/2$ marks.

1. Define HRM.
2. What is job description ?
3. What is assessment centre ?
4. What do you mean by vestibule training ? **($4 \times 1/2 = 2$)**

PART – B

Answer **any four** questions. **Each** question carries **one** mark.

5. What is lay off ?
6. State any two objectives of HRM.
7. What is piece wage system ?
8. What is Job evaluation ?
9. What is a trade union ?
10. What is the concept of absenteeism ? **($4 \times 1 = 4$)**

P.T.O.



PART – C

Answer **any six** questions. Answer **not** to exceed **one** page. **Each** carries **three** marks.

11. Discuss the role of HR manager.
12. Explain in brief the process of employee selection.
13. Explain the uses of job analysis.
14. Explain the uses and limitations of performance appraisal.
15. Explain the merits and demerits of incentive schemes.
16. What are the causes of absenteeism ?
17. Describe the importance of training in HRD.
18. When do grievances arise ? (6×3=18)

PART – D

Answer **any two**. **Each** question carries **eight** marks.

19. Explain the managerial and operative functions of HRM.
20. Explain the significance of manpower planning.
21. Discuss the essentials of sound wage and salary administration. (2×8=16)