

TB153650C

Reg. No:

Name:

BMS DEGREE (C.B.C.S.S.) EXAMINATION OCTOBER 2016
SEMESTER III - CORE COURSE (INTERNATIONAL BUSINESS)
CO3C08TB - HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum Marks: 80

PART A

Short Answer Questions

I. Answer any six questions. Each question carries 1 marks

1. Explain the meaning & definitions of Human Resource Management.
2. Demonstrate importance of defined objectives help organisation to achieve goals.
3. Recognise the significance of HRP
4. Explain the meaning of Training and Induction.
5. Discuss Internal Mobility and its purpose.
6. Explain the meaning of Performance appraisal.

(6x1= 6)

PART B

Short Essay Questions

II. Answer any seven questions. Each question carries 2 marks

7. Describe the objectives of Human Resource Management.
8. Discuss administrative, operational and strategic role of HR Manager.
9. Describe HRP process or manpower planning process.
10. What is the concept of right people, at right place, right time through recruitment, selection, placement and training?
11. Describe how training Needs can be identified?
12. Explain the concept of Emotional Quotient and mentoring?
13. Recognise the importance of Seniority cum Merit policy
14. Discuss transfer related conflicts?
15. Examine the effectiveness of multi-source feedback for 360-degree appraisal.
16. Describe Principles of wage fixation

(7x2= 14)

PART C

Essay Questions

III. Answer any five questions. Each question carries 6 marks

17. Explain the important role of Operative functions and clarify managerial function influence on operative functions.
18. Discuss the steps involved in HRP process.

19. Give a note on the problems involved in placement.
20. Describe the utility of training after recruitment and selection.
21. Assess the mode of training and its evaluation and List the methods used in the training process.
22. Discuss employee perception of promotion policy
23. Explain need of transfer and List various types of transfer.
24. Assess the collection of performance data for 360-degree appraisal.

(5x6=30)

PART D

Essay Questions

IV. Answer any two questions. Each question carries 15 marks

25. Explain the advantage of training to organisation and employees and discuss various on-the job and off-the job training methods.
26. Explain the concept of Human capital , clarify the importance of Human capital and differentiate Emotional Quotient with Emotional intelligence.
27. Describe Promotion, its purpose and types, explain significance of promotion policy
28. Discuss methods of performance appraisal, Explain advantage and limitations of various methods of appraisal.

(2x15=30)