

TM242270Z

Reg. No : .....

Name : .....

MASTER'S DEGREE (C.S.S) EXAMINATION, MARCH 2024  
2023 ADMISSIONS REGULAR  
SEMESTER II - CORE COURSE COMMERCE  
CO2C07TM20 - Human Resource Management

Time : 3 Hours

Maximum Weight : 30

**Part A**

**I. Answer any Eight questions. Each question carries 1 weight**

**(8x1=8)**

1. Explain the concept of Job specification.
2. Explain the term Job description.
3. What do you mean by Quality Circles?
4. Explain TQM.
5. Point out techniques of creative problem-solving.
6. Define Training.
7. Explain Management by Objective as a modern method of performance appraisal.
8. Remember the term Human Resource Records.
9. List down the steps in HR audit.
10. Explain the meaning of Historical Cost Approach.



**Part B**

**II. Answer any Six questions. Each question carries 2 weight**

**(6x2=12)**

11. Justify "Recruitment is positive and Selection is a negative process".
12. List out the limitations of HRM.
13. Describe the objectives and significant principles of HRD.
14. Elucidate the methods of technical training.
15. Investigate the benefits of performance appraisal from the perspective of employees.
16. Explain and classify the types of transfers.
17. Differentiate between job evaluation and performance appraisal.
18. Elucidate the contents of an audit report.

**Part C**

**III. Answer any Two questions. Each question carries 5 weight**

**(2x5=10)**

19. Differentiate between recruitment and selection. Explain the different sources of recruitment.
20. Explain in detail the concept of counselling along with its characteristics, need, objectives and types.
21. Explain the principles to be kept in mind while designing sound employee training.
22. The employees of A Ltd approached the management of the company and requested for their performance feedback. Being an expert in HRM, the management requested you to propose suitable methods of performance appraisal.