MASTER'S DEGREE (C.S.S) EXAMINATION, MARCH 2025
2020, 2021, 2022, 2023 ADMISSIONS SUPPLEMENTARY
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. Define Job analysis. Also explain its objectives.

2. Define HRM and Outline its Objectives

3. Explain Kaizen.

4. What do you mean by Quality Circles?

5. Distinguish between training and development.

6. Point out techniques of creative problem-solving.

7. Explain Management by Objective as a modern method of performance appraisal.

8. Expand and Explain HRVA.

9. List down a few examples of human resource records.

10. Remember the term Human Resource Records.

Part B

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

(6x2=12)

11. Examine HR policy and state its essential characteristics.

12. Justify "Recruitment is positive and Selection is a negative process".

13. Briefly explain the major components of emotional intelligence.

14. State the objectives of managing change training.

15. Being an HR Manager of your organisation, examine the role performed by you and discuss the following terms in the light of your role a) Job evaluation b) Performance appraisal

16. Elucidate the concept "Promotion" and its purpose.

17. Explain the following methods of performance appraisal a) Confidential Report b)Forced distribution method c)Critical incident method.

18. Comment on the Lev and Schwartz model and the Flamholtz model of human resource accounting.

Part C

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

(2x5=10)

19. Describe the nature and importance of employee selection. Explain the steps involved in the selection procedure.

20. Explain the various instruments of HRD and the essentials of effective HRD in an industrial organization.

21. Explain various methods used in training and development programmes in various organizations.

22. Explain Job Evaluation. Discuss in detail the objectives and methods used for job evaluation.