

Reg. No

Name

23P2023

M. COM DEGREE END SEMESTER EXAMINATION : MARCH 2023

SEMESTER 2 : COMMERCE

COURSE : 21P2COMT07 : HUMAN RESOURCE MANAGEMENT

(For Regular - 2022 Admission and Supplementary - 2021 Admission)

Duration : Three Hours

Max. Weights: 30

PART A

Answer any 8 questions

Weight: 1

1. List the techniques of 'dejobbing'. (E, CO 2)
 2. Define HRM. (U, CO 1)
 3. List the significance of Selection Procedure. (An, CO 4)
 4. Explain e-recruitment. (U, CO 4)
 5. What do you mean by Benchmarking? (An, CO 3)
 6. Explain Role Playing. (An, CO 3)
 7. What do you mean by compressed work week? (An, CO 2)
 8. What is negative motivation? (An, CO 3)
 9. Explain 'art of Communication' as leader's quality. (An, CO 5)
 10. Explain 'Production Centered Leadership'. (An, CO 5)
- (1 x 8 = 8)**

PART B

Answer any 6 questions

Weights: 2

11. Explain the functions associated with HRM. (An, CO 2)
 12. Explain the characteristics of a good job description. (A, CO 2)
 13. What are the problems in Induction? (An, CO 4)
 14. Explain the features of Executive Development. (An, CO 3)
 15. What are the objectives of Training Evaluation. (An, CO 3)
 16. What are the benefits of performance appraisal? (An, CO 3)
 17. What is HR's role in reengineering? (An, CO 3)
 18. Explain the various leadership functions. (A, CO 5)
- (2 x 6 = 12)**

PART C

Answer any 2 questions

Weights: 5

19. What are the contents of Job Description? (E, CO 1)
 20. Explain the Selection Process. (A, CO 4)
 21. Enumerate the benefits of training to the Organisation, Individuals and to HR. (An, CO 4)
 22. What are the factors influencing job satisfaction? (An, CO 3)
- (5 x 2 = 10)**

OBE: Questions to Course Outcome Mapping

CO	Course Outcome Description	CL	Questions	Total Wt.
CO 1	Enhance students knowledge on human resource management.	U	2, 19	6
CO 2	Equip students with various HR concepts	An	1, 7, 11, 12	6
CO 3	Make students familiar with the latest trends in HRM	An	5, 6, 8, 14, 15, 16, 17, 22	16
CO 4	Help students understand the importance of recruitment and selections	A	3, 4, 13, 20, 21	14
CO 5	Help them appreciate the concepts of motivation and leadership apart from familiarizing them with the relevant theories.	An	9, 10, 18	4

Cognitive Level (CL): Cr - CREATE; E - EVALUATE; An - ANALYZE; A - APPLY; U - UNDERSTAND; R - REMEMBER;