

Reg. No

Name

23P4036

M. A. DEGREE END SEMESTER EXAMINATION : MARCH 2023

SEMESTER 4 : SOCIOLOGY

COURSE : 21P4SOCT18 : HUMAN RESOURCE MANAGEMENT

(For Regular - 2021 Admission)

Duration : Three Hours

Max. Weights: 30

PART A

Answer any 8 questions

Weight: 1

1. Define what is team management. (U, CO 1, CO 2)
 2. Distinguish between recruitment and selection. (U, CO 2)
 3. Define insourcing. (U, CO 1)
 4. What do you understand by the term Performance Appraisal? (U, CO 1, CO 2)
 5. What is the systems view in HRM? (U, CO 2)
 6. Define manpower planning. (U, CO 2)
 7. What is an autocratic leadership? (U, CO 2)
 8. What is adjourning in team building? (U, CO 2)
 9. Define job analysis. (U, CO 1, CO 3)
 10. What is integrated coaching? (U, CO 2)
- (1 x 8 = 8)**

PART B

Answer any 6 questions

Weights: 2

11. Evaluate the relationship between Job Satisfaction and double burden of work of women employees in the Post covid era. (E, CO 2, CO 3)
12. Explain briefly the major models of communication with examples. (E, CO 2, CO 4)
13. Define training and development. Explain any 4 methods of training. (An, CO 2)
14. Explain briefly the key group decision-making techniques in HRM. (An, CO 2, CO 3)
15. Is HRM significant in a globalised world? Explain. (E, CO 4)
16. Write on Wages and Salary administration in the informal economy. (E, CO 3)
17. Define what is manpower planning and the process involved in it. Cite examples. (An, CO 2, CO 3)
18. Executive education programs tend to focus on specific leadership skills. Explain the significance of EE in increasing the productivity of the organisation. (An, CO 3)

(2 x 6 = 12)

PART C
Answer any 2 questions

Weights: 5

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| 19. | Explain the concept of training evaluation. Describe Kirk Patricle's model. | (An, CO 2, CO 3) |
| 20. | Human resource management is a pervasive function of management. Elucidate. | (E, CO 2, CO 3) |
| 21. | Explain 'sexual harassmt and discrimination' as ethical issues in HRM. Analyse in the context of India. | (E, CO 3) |
| 22. | Evaluate Employee Compensation management techniques. | (E, CO 3, CO 4) |
| | | (5 x 2 = 10) |

OBE: Questions to Course Outcome Mapping

CO	Course Outcome Description	CL	Questions	Total Wt.
CO 1	Design an overview on human resource management and explore the scope of manpower planning	U	1, 3, 4, 9	4
CO 2	Comparative investigation of the various process like recruitment, selection and placement	An	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 17, 19, 20	28
CO 3	Examine various factors affecting performance appraisal	E	9, 11, 14, 16, 17, 18, 19, 20, 21, 22	31
CO 4	Develop Communication Skills and self -management skills on a continuous and sustained basis	Cr	12, 15, 22	9

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