

Reg. No

Name

24P4036

M. A. DEGREE END SEMESTER EXAMINATION - MARCH 2024

SEMESTER 4 - SOCIOLOGY

COURSE : 21P4SOCT18 - 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. Define employee referrals. (U, CO 1, CO 2)
 2. Define norming. (U, CO 2)
 3. Differentiate between short term and long term manpower planning. (U, CO 1, CO 2)
 4. What is Guest Model? (R, CO 1, CO 2)
 5. Define supervisory training. (U, CO 2)
 6. Define TQM. (U, CO 2)
 7. Write on Training and development of employees in a firm. (E, CO 2, CO 3)
 8. Explain what is the commodity approach in the industrial revolution era? (U, CO 2)
 9. What do you mean by group dynamics? (U, CO 1)
 10. What is layoff? (U, CO 3)
- (1 x 8 = 8)**

PART B

Answer any 6 questions

Weights: 2

11. Give a note on the internal and external factors affecting recruitment. (An, CO 3)
 12. What is communication ? Explain the process of communication and its classifications. (An, CO 1, CO 2)
 13. A successful leader is one who can understand people's motivations and encourage employee participation. Explain the characteristics of a leader and the importance of leadership. (An, CO 2)
 14. Evaluate the relationship between Grievance Redressal and Job Satisfaction. (E, CO 3, CO 4)
 15. In the context of the Brahmapuram fire , as a HR professional , what according to you are the effective ways to manage this menace. (Cr, CO 2, CO 3)
 16. What are the purposes of Performance Appraisal? (E, CO 2, CO 4)
 17. Write a note on the future potential of Indian HR in the global economic scenario. (An, CO 2, CO 3)
 18. Write a short note on upward feedback and its significance. (An, CO 2, CO 3)
- (2 x 6 = 12)**

PART C
Answer any 2 questions

Weights: 5

19. What is Human Resource Planning? Explain the process of HRP. (E, CO 2, CO 3)
20. Analyse the significance of HRM in an economy. (An, CO 2)
21. Flexi work time enhance the employee performance. Discuss with suitable example. (E, CO 3)
22. Do you think it is necessary for every organisation to have a personnel manual? What are its benefits? (E, CO 2, 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, 12	6
CO 2	Comparative investigation of the various process like recruitment, selection and placement	An	1, 2, 3, 4, 5, 6, 7, 8, 12, 13, 15, 16, 17, 18, 19, 20, 22	35
CO 3	Examine various factors affecting performance appraisal	E	7, 10, 11, 14, 15, 17, 18, 19, 21	22
CO 4	Develop Communication Skills and self-management skills on a continuous and sustained basis	Cr	14, 16, 22	9

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