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(Pages : 3)

Name.....

Reg. No.....

THIRD SEMESTER (CUCBCSS—UG) DEGREE EXAMINATION
NOVEMBER 2020

B.Com.

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

(2017 Admissions)

Time : Three Hours

Maximum : 80 Marks

Part A

Answer all questions.

Each question carries 1 mark.

1. _____ is a voluntary separation initiated by employee himself.
2. The lateral or vertical movement of an employee in the organization is called _____.
3. _____ is an attempt to predict an organizations future demand for employees.
4. ESOP stands for _____.
5. _____ is the process of determining what the content of a training programme should be on the basis of study of task and duties involved in the job.
6. Application blank :
 - (a) Job analysis.
 - (b) Job appraisal.
 - (c) Selection process.
 - (d) None.
7. Demotion :
 - (a) Upward movement.
 - (b) Downward movement.
 - (c) Promotion process.
 - (d) None.
8. It is a part of performance management :
 - (a) Placement.
 - (b) Selection.
 - (c) Compensation.
 - (d) Performance Appraisal.
9. Which of the following is not offered in a job analysis ?
 - (a) Performance appraisal.
 - (b) Working condition.
 - (c) Job evaluation.
 - (d) Job specification.

Turn over



10. Security of employment :

- (a) Halsay Plan. (b) Trade Union.
(c) Manpower planning. (d) None.

(10 × 1 = 10 marks)

Part B

*Answer any eight questions.
Each question carries 2 marks.*

11. What is ESOP ?
12. What are different forms of grievances ?
13. What is Positive discipline ?
14. What is Negative discipline ?
15. What do you understand by Red Hot Stove Rule ?
16. Explain Career Planning ?
17. What do you understand by employee referrals ?
18. What is Job Specification ?
19. Explain job evaluation ?
20. What is the role of HR manager in an organization ?

(8 × 2 = 16 marks)

Part C

*Answer any six questions.
Each question carries 4 marks.*

21. Explain the term Training needs Assessment.
22. What are the purposes of internal mobility ?
23. What is Induction and what are its objectives ?
24. What are the needs of training ?
25. Explain the process of Career Planning.
26. What are the external sources of recruitment ?

27. Define HRM, outline its features clearly.
28. What is promotion ; explain its relative merits and demerits ?

(6 × 4 = 24 marks)

Part D

*Answer any two questions.
Each question carries 15 marks.*

29. Briefly outline the steps involved in conducting training programme in the systematic way.
30. Discuss the model grievance procedures that are applicable in India. What are the essential pre-requisites of grievance procedure ?
31. Explain the steps involved in job analysis.

(2 × 15 = 30 marks)