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Name.....

Reg. No.....

**THIRD SEMESTER B.Com. DEGREE EXAMINATION, NOVEMBER 2018**

(CUCBCSS—UG)

BCM 3C 03—HUMAN RESOURCE MANAGEMENT

[Common for B.Com. Vocational]

(2017 Admissions)

Time : Three Hours

Maximum : 80 Marks

**Part A**

*Answer all the questions.  
Each question carries 1 mark.*

1. ESOP stands for \_\_\_\_\_.
2. \_\_\_\_\_ is what employee receives in exchange for their contribution to the organization.
3. \_\_\_\_\_ is an attempt to predict an organizations future demand for employees.
4. \_\_\_\_\_ is the process of providing trainees with information about their performance.
5. \_\_\_\_\_ is a voluntary separation initiated by employee himself.
6. Promotion :
  - (a) Upward movement.
  - (b) Downward movement.
  - (c) Promotion process.
  - (d) None.
7. Application blank :
  - (a) Job analysis.
  - (b) Job appraisal.
  - (c) Selection process.
  - (d) None.
8. The following is concerned with developing a pool of candidates in line with the human resources plan :
  - (a) Development.
  - (b) Training.
  - (c) Recruitment.
  - (d) All of the above.
9. Majority of the disputes in industries is related to the problem of :
  - (a) Wages.
  - (b) Salaries.
  - (c) Benefits.
  - (d) All of the above.
10. The basic managerial skill is :
  - (a) To Supervise.
  - (b) To Stimulate.
  - (c) To Motivate.
  - (d) All of the above.

(10 × 1 = 10 marks)

**Turn over**

**Part B**

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

11. What is the difference between Training and Development ?
12. What is strategic HRM ?
13. What do you understand by employee referrals ?
14. What is Job Specification ?
15. What do you mean by Human Resource Planning ?
16. Explain the concept of job evaluation.
17. What are the causes of grievances ?
18. What is Transfer ? What are the different types of transfer ?
19. Write a note on career planning.
20. What are internal sources of recruitment ?

(8 × 2 = 16 marks)

**Part C**

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

21. Explain the process of Performance Appraisal.
22. Write a note on :
  - (a) Suspension.
  - (b) Dismissal.
  - (c) Red Hot Stove Rule.
23. What is Indiscipline ? What are its causes ?
24. How would you try to discover Grievances ?
25. What is Induction and what are its objectives ?
26. What are the needs of training ?
27. What are the objectives of Performance Appraisal ?
28. Explain the process of Training Evaluation.

(6 × 4 = 24 marks)

**Part D**

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

29. Explain employee separation. What are the different forms of separation ?
30. What is recruitment ? What are the sources of recruitment ?
31. What is Human Resources Planning ? What are its Objectives and Importance ?

(2 × 15 = 30 marks)