



QP CODE: 23004987



23004987

Reg No : .....

Name : .....

**M.COM DEGREE (CSS) EXAMINATION , JULY 2023**

**Second Semester**

**CORE - CM010202 - HUMAN RESOURCE MANAGEMENT**

M.COM FINANCE AND TAXATION, M.COM FINANCE AND TAXATION (SF), M.COM  
MANAGEMENT AND INFORMATION TECHNOLOGY (SF), M.COM MARKETING AND  
INTERNATIONAL BUSINESS (SF)

2019 Admission Onwards

DFCBDA7B

Time: 3 Hours

Weightage: 30

**Part A (Short Answer Questions)**

*Answer any **eight** questions.*

*Weight 1 each.*

1. Write a short note on critical incident technique used in job analysis?
2. What is application blank?
3. Distinguish between career development and management development in HRD.
4. Mention any four qualities of an effective HRD manager.
5. Explain the philosophy of Training.
6. Write short notes on the following:  
a) Role playing b) Apprenticeship training c) job rotation d) understudy
7. What do you understand by paired comparison?
8. Define Promotion.
9. Why organizations outsource HR functions?
10. Discuss the Standard Cost Method in HRA.

(8×1=8 weightage)

**Part B (Short Essay/Problems)**

*Answer any **six** questions.*

*Weight 2 each.*

11. Explain the steps in formulating human resource policies.





12. Explain the benefits of mentoring.
13. Explain the basic principles of TQM.
14. Briefly explain the different methods of training for productivity.
15. State the causes of poor industrial relations.
16. Suggest measures to make worker's participation successful in India.
17. Explain the principles to be followed for an effective and reliable HR record keeping.
18. There are some benefits for HR auditing. What are they?

(6×2=12 weightage)

**Part C (Essay Type Questions)**

*Answer any **two** questions.*

*Weight 5 each.*

19. Explain the various functions of human resource management.
20. "All organizations should identify their short- run and long- run employee needs by examining their corporate strategies." In the light of the given statement, discuss the process of human resource planning.
21. Discuss the various methods for evaluating a job.
22. Explain (i) open door procedure and (ii) step-ladder procedure of grievance handling in industries.

(2×5=10 weightage)

