



K20P 1143

Reg. No. :

Name :

**III Semester M.Com. Degree (CBSS – Reg./Suppl./Imp.)
Examination, October 2020
(2014 Admission Onwards)
COM3C15 : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 60

SECTION – A

Answer **any four** questions in this Section :

Each question carries **1** mark for Part **(a)**, **3** marks for Part **(b)** and **5** marks for Part **(c)** :

1. a) What is HR Audit ?
b) "HR Sourcing is important in recruitment to improve quality of hiring" – Elucidate.
c) Furnish the objectives of HR Records.
2. a) What is Performance Appraisal ?
b) Discriminate between promotion and transfer.
c) State the prominent handicaps of HRP.
3. a) What do you mean by training ?
b) What do you mean by 360 degree appraisal ?
c) Briefly explain Hot Stove rule.
4. a) What is TQM ?
b) Distinguish between Dismissal and Retrenchment.
c) Elaborate the importance of suggestion scheme.
5. a) What do you mean by attitudinal training ?
b) Differentiate between HRM and HRD.
c) Point out the emerging issues in HRM.

P.T.O.

K20P 1143



6. a) What do you mean by Group dynamics ?
b) Distinguish between training and development.
c) Define the term HR Research. Also substantiate the need for it. (4×9=36)

SECTION – B

Answer the **two** questions in this Section :

Each question carries **12** marks :

7. a) What are the causes of grievances ? Explain the grievance handling procedures.

OR

- b) How will you identify the training need of manufacturing organisation ? Explain important training methods.

8. a) Detail the process of recruitment.

OR

- b) In the present scenario, HR managers perform a variety of responsibilities – Discuss them. (2×12=24)