

11206

**First Semester M.Com. Degree Examination,
August/September 2021**

(CBCS – Semester Scheme)

Commerce

Paper 1.6 – HUMAN RESOURCE MANAGEMENT

Time : 3 Hours]

[Max. Marks : 70

SECTION – A

1. Answer any **SEVEN** sub-questions. Each question carries **2** marks : **(7 × 2 = 14)**
- What are the various objectives of HRM?
 - State the factors affecting HR planning.
 - Write a note on salary policy.
 - Define stress.
 - Define ethics in HR.
 - State different types of off-job training.
 - What is promotion?
 - Write a note on participative management.
 - Define HR audit.
 - Write a note on violence at work place.

SECTION – B

Answer any **FOUR** questions. Each question carries **5** marks : **(4 × 5 = 20)**

- Examine the nature of on-the-job and off-the-job training methods.
- Write a note on 'Industrial Peace'.
- Bring out the difference between Personnel Management and Human Resource Management.

5. Explain emerging challenges in HR.
6. Elucidate the need of safety and health measures for employees.
7. Explain the process of job evaluation.

SECTION - C

Answer any **THREE** questions. Each question carries **12** marks : **(3 × 12 = 36)**

8. 'Workers' participation in management can go a long way in making it effective.' Elucidate.
9. Critically evaluate the methods of conflict resolution.
10. Explain the concept of Collective Bargaining.
11. Explain the different approaches to Strategic Human Resource Management.
12. Define 'Learning and Development' and highlight major elements in the process of Learning.

SECTION - B

Answer any **FOUR** questions. Each question carries **5** marks : **(4 × 5 = 20)**

1. Examine the nature of on-the-job and off-the-job training methods.
2. Write a note on Industrial Peace.
3. Bring out the difference between Personnel Management and Human Resource Management.