

(Pages : 4)

M – 1239

Reg. No. : .....

Name : .....

Fifth Semester B.A./B.Sc./B.Com. Degree Examination, December 2021.

First Degree Programme under CBCSS

Economics

Open Course

EC 1551 – HUMAN RESOURCE MANAGEMENT

(2018 Admission)

Time : 3 Hours

Max. Marks : 80

SECTION – I

Short Answer Type

(Answer in **one or two** sentences attempt **all** questions)

1. HRM
2. Strategic management
3. Distributive bargaining
4. Selection
5. Recruitment
6. On the Job training
7. Coordination
8. Incentives

P.T.O.

9. Organisational structure
10. Layoff

(10 × 1 = 10 Marks)

SECTION – II

Short Answer

(Answer **any eight** questions not exceeding one paragraph.  
Each question carries **2** marks.)

11. Bring out the emerging functions of HRM.
12. What you meant by Induction?
13. What are the different types of Recruitments?
14. What are the important prerequisites of a good organisation structure?
15. Explain the need and importance of Transfer.
16. What is HR Gap?
17. Explain the concepts of Demotion and Separation.
18. What Corporate Excellence?
19. Distinguish between On-the-job and Off-the-training.
20. What is Manpower planning?
21. What are the good qualities of a HR Manager?
22. What are the benefits of training methods?
23. Write a short note on Recruitment practices in India.
24. Distinguish between Horizontal and Vertical Organisational mobility.

25. Write a short note on Industrial Democracy.
26. What is Discharge or dismissal?

(8 × 2 = 16 Marks)

SECTION – III

Short Essay

(Answer **any six** questions, not exceeding 120 words.  
Each question carries **4** marks.)

27. Explain the procedure of disciplinary action in a firm.
28. Explain the various perspectives of HRM.
29. Write a short note on the Economic principle of 'Labour theory of value'.
30. Describe the concepts of Industrial relations and Industrial disputes.
31. Explain the meaning and objectives of HR Planning?
32. Explain the concepts of Transfer, layoffs and Compensation.
33. What are the important functions of the industrial democracy?
34. What are the important advantages of the Good industrial relationship?
35. Write a short note on Personal Management.
36. Explain the role of Government in the area of Human resources.
37. Describe the recent trends of Working population in India.
38. Write a short note on types of Collective Bargaining in India.

(6 × 4 = 24 Marks)

SECTION – IV

Long Essay

(Answer **any two** questions, not exceeding four pages.  
Each question carries **15** marks.)

39. Explain nature and scope of HRM.
40. Briefly explain the development of HRM in India. What are the important measures of controlling human resources?
41. What are the important steps involved in Recruitment process.
42. Briefly explain the process of Human Resource Planning.
43. Define Training. What are the important methods of Training? Explain.
44. Briefly explain the role of HRM in Strategic Management

(2 × 15 = 30 Marks)