

## THIRD SEMESTER (CBCSS–UG) DEGREE EXAMINATION, NOVEMBER 2021

BA

BCM 3C 03—HUMAN RESOURCE MANAGEMENT  
(2019—2020 Admissions)

Time : Two Hours and a Half

Maximum : 80 Marks

**Part A**

*Answer at least **ten** questions  
Each question carries 3 marks  
All questions can be attended  
Overall ceiling 30 marks*

1. What is manpower planning?
2. Define job evaluation.
3. What is meant by career development?
4. What is vestibule training?
5. What is induction?
6. What do you mean by selection?
7. Write any three functions of a HR manager.
8. Define E-HRM.
9. What are the features of job specification?
10. Why do we need a sound wage policy?
11. What is MBO?
12. How job enrichment is different from job enlargement?
13. What is meant by on the job training?
14. What is formal interview?
15. What do you know about incentives?

*(10x3 = 30 marks)*

**Part B**

*Answer at least **five** questions  
Each question carries 6 marks  
All questions can be attended  
Overall ceiling 30 marks.*

16. Write a note on strategic human resource management.
17. Write up the factors affecting wage payment system of a company.
18. How workers participation in management will be helpful to a company?
19. Differentiate between personnel management and human resource management.
20. State the essentials of a good discipline system.

21. What is performance appraisal? Explain the problems of it.
22. Describe the different sources of recruitment.
23. How training needs can be assessed?

(5x6 = 30 marks)

**Part C**

Answer any **two** questions.  
Each question carries 10 marks

24. What is career planning? Explain the uses and process of career planning.
25. Define grievance. Explain the essentials of a good grievance redressal system.
26. Discuss the different methods of job analysis.
27. Define HRM. Explain the scope and features of HRM.

(2x10 = 20 marks)

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