PD – 131

First Year M.Com. Degree Examination, October 2012
(2007-2008 Scheme) (Correspondence)
COMMERCE
Paper 1.3 : Human Resource Management

Time : 3 Hours   Max. Marks : 100

Instruction : Answer all Sections.

SECTION – A

1. Answer **any eight** sub-question from the following. **Each** sub-question carries
   2 marks.   (8×2=16)

   a) What is Human capital management ?

   b) Mention the factors affecting HR planning.

   c) What is turnover rate ?

   d) Differentiate between job-analysis and job enrichment.

   e) What are the sources of recruitment ?

   f) Enlist the steps in Training Programme.

   g) What is Induction Programmed instruction ?

   h) Define Performance Appraisal.

   i) What are Corporate salaries ?

   j) What is human resource audit ?

   k) Define empowerment.

P.T.O.

SECTION – B

Answer **any three** questions. **Each** question carries **8** marks. (3×8=24)

2. Explain the importance of human resources in an industrial enterprise.

3. Explain the various causes of industrial disputes.

4. Briefly explain the factors which influence recruitment.

5. Explain the importance of training and development.

6. How do the results of performance appraisal affect other HR activities ?

SECTION – C

Answer **any four** questions. **Each** question carries **15** marks. Answer should **not** exceed **3** pages. (4×15=60)

7. "HRM personal policies and principles contribute to the effectiveness, continuity and stability of the organization." Give your view point.

8. "Human Resource Planning is a prerequisite for effective management of human resources". In the light of this statement, analyse the significance of human resource planning.

9. Explain the HRM models. Which according to you is the most comprehensive ?

10. Critically examine the need hierarchy theory of motivation and its relevance in an organisation.

11. What are some of the potential problems with upward and downward communication ? How can managers alleviate these problems ?

12. What is the need for labour welfare ? Explain the different types of labour welfare .