



PG – 883

I Semester M.Com. Degree Examination, January 2016
(CBCS)
COMMERCE

Paper – 1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

Instruction : Answer all Sections.

SECTION – A

Answer any **seven** sub-questions. Each sub-question carries **two** marks : (7x2=14)

1. A) List the inputs and outputs of an HRM model.
- B) Give two examples of personnel policies.
- C) Distinguish between job description and job specification.
- D) What is workplace harassment ?
- E) What are the four levels of training evaluation ?
- F) State 4 types of incentives for team work ?
- G) What are the components of Hay-Guide Chart Method of job evaluation ?
- H) What are the different forms of violence at workplace ?
- I) List the causes of poor employee productivity.
- J) State 4 advantages of recruitment.

SECTION – B

Answer any **four** questions. Each question carries **five** marks : (4x5=20)

2. Distinguish between job evaluation and performance appraisal.
3. Discuss the need for a safety policy.
4. What are the principles underlying employee compensation ?
5. Discuss the organisational initiatives to encourage participative management.
6. Explain the factors affecting Human Resource Planning.
7. What are the ethical issues in HR ?

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SECTION – C

Answer **any three** questions. **Each** question carries **12** marks :

(3×12=36)

8. Explain the recent trends in organisation for woman safety.
 9. Describe the recent trends in training practices in India.
 10. Explain the impact of HR Audit in service organisation.
 11. Discuss the mechanisms adopted for resolving industrial disputes.
 12. Discuss the various types of labour welfare practices in organizations.
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