# LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**B.Com.** DEGREE EXAMINATION – **COMMERCE**

FIFTH SEMESTER – **APRIL 2016**

## CO 5506 – HUMAN RESOURCE MANAGEMENT

Date: 30-04-2016          Dept. No.                    Max. : 100 Marks
Time: 09:00-12:00

## PART – A

**Answer ALL the questions:**                                **(10 x 2 = 20 Marks)**

1. Define HRM.
2. List out the elements of HRM.
3. Define human resource planning.
4. Define job analysis
5. List out the merits of external source of recruitment.
6. What is recruitment?
7. Define training.
8. What is meant by coaching?
9. Define performance appraisal.
10. Write a short note on forced choice method.

## PART –B

**Answer any FOUR questions:**                                **(4x 10= 40 marks)**

11. Explain the characteristics of Human Resource Management.

12. Write a note on the changing role of HR managers.

13. What are the Guiding Principles of Effective HR Planning?

14. How do you Audit Human resources?

15. What makes an Interview Successful?

16. Differentiate between On-the-job training methods and Off-the-job training methods.

17. Explain the objectives of performance appraisal.

## PART –C

**Answer any TWO questions:**                                **(2x 20= 40 marks)**

18. Elaborate the process of Human Resource Planning (HRP).   Comment on the role of technology in HRP.

19. Describe the difficulties and challenges faced by HR managers.  Are there systematic ways of handling grievances?

20. What are the essentials of establishing an effective performance appraisal system in an organisation? Describe any limitation of performance appraisal, in general.

21. Enumerate and describe the different selection tests.  Comment on the relationship between selection process and retention of employees.

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