



**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**

**M.Com. DEGREE EXAMINATION – COMMERCE**

**SECOND SEMESTER – APRIL 2017**

**16PCO2MC02- HUMAN RESOURCE MANAGEMENT**

Date: 21-04-2017  
Time: 01:00-04:00

Dept. No.

Max. : 100 Marks

**SECTION A**

ANSWER **ALL** THE QUESTIONS 10X2=20

- 1) What do you mean by Compensation?
- 2) What do you mean by Integration function?
- 3) What is the need for HR policy?
- 4) What do you mean by Succession Planning?
- 5) Define Job Description.
- 6) Write a short note on Job Evaluation.
- 7) What do you mean by MBO?
- 8) What is job enrichment?
- 9) What is Aptitude Test?
- 10) What are the kinds of selection tests?

**SECTION B**

ANSWER ANY **FOUR** QUESTIONS 4X10=40

- 11) Explain the objectives of Human Resource Management.
- 12) What are the advantages of Training?
- 13) What do you mean by Performance Appraisal? Discuss the need for performance appraisal.
- 14) 'In the present scenario, HR manager perform a variety of responsibilities' - List them
- 15) Explain the different Internal and External sources of Recruitment.
- 16) Define the terms career development and Planning. Explain the career development initiatives.
- 17) Explain the various steps in the selection process.

**SECTION C**

ANSWER ANY **TWO** QUESTIONS 2X20=40

- 18) "There are two sets of Human Resource Functions-Managerial and Operative". Discuss these functions.
- 19) How will you identify the training need of manufacturing organisation? Explain few important training methods.
- 20) What are the causes of employee grievances in an organisation? How such grievances can be addressed effectively?
- 21) If you are responsible for hiring someone for Assistant Professor in Loyola College which recruitment sources would you use? Why? Which recruitment sources would you avoid? Why?

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