 LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**M.Com.** DEGREE EXAMINATION - **COMMERCE**

FOURTH SEMESTER – APRIL 2011

# CO 4803 - HUMAN RESOURCE MANAGEMENT

Date : 07-04-2011 Dept. No. Max. : 100 Marks

Time : 9:00 - 12:00

**SECTION - A**

Answer **all** questions 10 x 2 = 20 marks

1. What do you mean by environment scanning?
2. What is job rotation?
3. List down any two goals of Human Resource Development.
4. What is Quality of Work Life?
5. Describe the term ‘Group incentive plan’.
6. How is Strategic Human Resource Management important?
7. What do you mean by job enrichment?
8. What is ‘Personal Competency Maturity Model’?
9. Highlight any two objectives of workers participation in management.
10. Mention any two agencies engaged in Employee Welfare in India.

**SECTION – B**

Answer any **five** 5 X 8 = 40 marks

1. Highlight the challenges faced by HR professionals, in today’s changing business scenario.
2. Discuss the concept of Job Analysis.
3. What is the significance of Human Resource Development?
4. Explain in brief the various causes of grievances.
5. Write a note on the different methods of Job evaluation.
6. Define HRM. Explain its nature.
7. Write a short note on the process of selection.
8. Write short notes on (A) Mentoring

(B) HRD culture

**SECTION - C**

Answer any **two** 2 x 20 = 40 marks

1. Elaborate the process of Human Resource Planning.
2. What are the factors that trigger indiscipline in an organisation? Explain the procedure for taking disciplinary action.
3. Define Performance Appraisal. What are the different methods involved in appraising the performance of employees.

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