LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

M.Com. DEGREE EXAMINATION – COMMERCE

FOURTH SEMESTER – APRIL 2010

CO 4803 - HUMAN RESOURCE MANAGEMENT

Date & Time: 17/04/2010 / 9:00 - 12:00   Dept. No.   Max. : 100 Marks

SECTION – A

Answer all the questions   10 x 2 = 20 Marks

1. Define HRM.
2. Mention any two factors affecting recruitment.
3. Identify any two goals of HRD
4. What is meant by 'participation'?
5. What is job evaluation?
6. Is environmental scanning needed for HRM?
7. Mention any two advantages of 'job fairs'.
8. What is meant by coaching?
9. Give the meaning of Discipline.
10. What is meant by BARS?

SECTION – B

Answer any FIVE questions   5 x 8 = 40 Marks

11. Give your views of an HR manager becoming a Strategic Business Partner.
12. Explain the process to conduct a great interview.
13. What are the techniques through which HRD can be implemented in an organization?
14. Explain the different types of incentive payments.
15. Discuss the competencies required for an HR manager.
16. What are the popular strategies used by a chief executive in promoting HRD?
17. Explain briefly the training methods adopted in an organization to develop operatives.
18. Write short notes on (a) Job rotation
                         (b) Campus recruitment

SECTION – C

Answer any TWO questions   2 x 20 = 40 Marks

19. Define Manpower Planning. Explain its process.
20. Define Performance Appraisal. Why is it important? Explain any two modern methods of Appraisal.
21. Discuss the causes of grievances. What are the popular redressal methods?

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