



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

M.Com. DEGREE EXAMINATION – COMMERCE

FOURTH SEMESTER – APRIL 2025

CO 4803 – HUMAN RESOURCES MANAGEMENT



Date: 25-04-2025

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

SECTION A

Answer ANY FOUR of the following.

(4 × 10 = 40 Marks)

1. Define Human Resource Management (HRM) and explain its objectives and functions.
2. Discuss the scope and importance of HRM in the Indian context.
3. What are the challenges faced by HRM managers in modern organizations?
4. Explain the process of job analysis and its significance in HRM.
5. Describe the sources of recruitment and the factors affecting recruitment decisions.
6. Differentiate between career planning and succession planning.
7. What are the types of training programs? Discuss the steps involved in designing a training program.
8. Explain the limitations of performance appraisal systems.

SECTION B

Answer ANY THREE of the following.

(3 × 20 = 60 Marks)

9. Discuss the evolution of HRM and the impact of computer applications in modern HR practices.
10. Explain the recruitment and selection process in detail. How does international staffing differ from domestic staffing?
11. Analyse the various methods of performance appraisal and their suitability in different organizational contexts.
12. Discuss the components of compensation management, including wage administration, incentives, and fringe benefits.
13. Explain the causes of industrial disputes and the legal framework for their settlement.
14. Evaluate the role of HRM in maintaining industrial relations and handling employee grievances.

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