



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

M.Com. DEGREE EXAMINATION – COMMERCE

SECOND SEMESTER – APRIL 2025

PCO2MC01 – HUMAN RESOURCE MANAGEMENT



Date: 24-04-2025

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

SECTION A – K1 (CO1)

Answer ALL the questions

(5 x 1 = 5)

1 Answer the following

- a) Write a short note on the legal considerations in performance appraisal.
- b) Write a short note on employee development.
- c) Define International HRM.
- d) How is wage and salary administration important in HRM?
- e) What is meant by succession planning?

SECTION A – K2 (CO1)

Answer ALL the questions

(5 x 1 = 5)

2 Define the following.

- a) Performance Appraisal.
- b) Industrial Relations
- c) Industrial Dispute
- d) Fringe Benefits
- e) Grievance Redressal

SECTION B – K3 (CO2)

Answer any THREE of the following in 100 words each.

(3 x 10 = 30)

- 3** Assess the impact of job analysis on recruitment and workforce planning.
- 4** Examine how performance appraisal methods contribute to employee growth.
- 5** Critically evaluate the role of HRM in shaping organizational culture.
- 6** Analyze the significance of ethical considerations in recruitment and selection process.
- 7** Examine the influence of globalization on compensation and reward management.

SECTION C – K4 (CO3)

Answer any TWO of the following in 200 words each.

(2 x 12.5 = 25)

- 8** Critically evaluate the effectiveness of different training methods in organizations.
- 9** Evaluate the role of industrial relations in maintaining workplace harmony.
- 10** Assess the limitations of traditional training methods and their modern alternatives.
- 11** “Industrial disputes affect workplace harmony and productivity”. What are the main challenges in managing them, and how can organizations handle these issues effectively?

SECTION D – K5 (CO4)

Answer any ONE of the following in 500 words

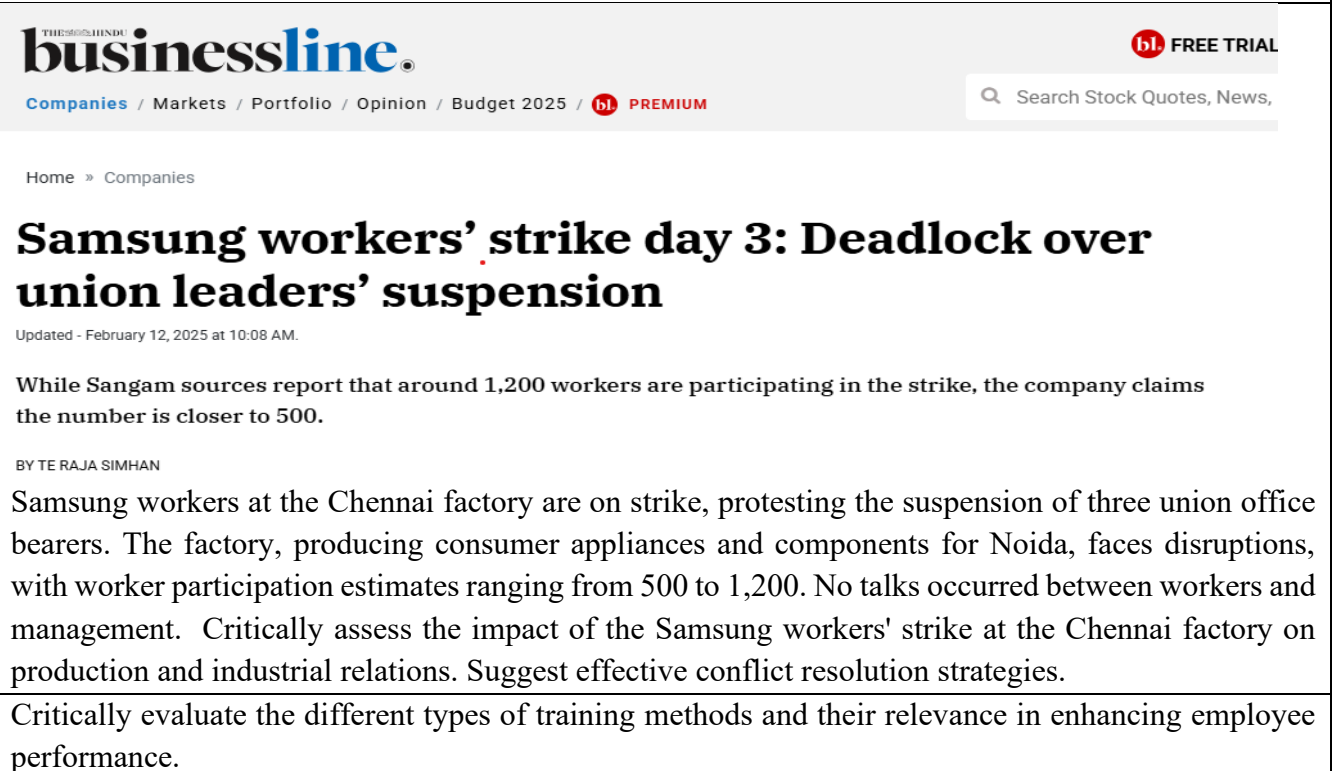
(1 x 15 = 15)

- 12 Chief Minister of Tamilnadu announced that over 75,000 vacancies in various government departments will be filled by January 2026. To ensure an efficient recruitment process, what selection process should the Tamil Nadu government adopt to fill over 75,000 vacancies by January 2026? Suggest the key steps involved in the selection process.
- 13 Evaluate the impact of technological advancements on the role of Human Resource Management in India.

SECTION E – K6 (CO5)

Answer any ONE of the following in 1000 words

(1 x 20 = 20)

- 14
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- 15 Critically evaluate the different types of training methods and their relevance in enhancing employee performance.

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