



## Avinashilingam Institute for Home Science and Higher Education for Women

Deemed to be University Estd. u/s 3 of UGC Act 1956, Category 'A' by MHRD (now MoE)

Re-accredited with an 'A++' Grade by NAAC CGPA 3.65/4, Category I by UGC

Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment –II Oct-2025

Semester V

Class: III UG

Major: BBA (RM)

Time: 2 Hour

Max. Marks: 60

23BREC10 – Human Resource Management

### Course Objectives:

On the completion of the course, the students will be able to

1. Provide insight on the basic concepts of Human Resource Management.
2. Familiarise the methods and techniques of Human Resource Management.
3. Outline the Human Resource Management processes.
4. Elucidate the challenges and issues in Human Resource Management and Industrial Relations.
5. Highlights the HR and Industrial relationship practices to ensure employees contribution and productivity.

### Part- A

Choose the correct the answer

(6X1=6)

1. The promotion criteria is always based on \_\_\_\_\_ CO1 K1  
a) Merit      b) Merit and seniority      c) Seniority      d) Recommendations
2. Industrial Relation refer to \_\_\_\_\_ CO1 K1  
a) Central Government and State Government relations.  
b) Employer, Employees and Government relationship.  
c) Management and Customers relationship.  
d) Government and Public relations
3. Good employer employee relations are the backbone of all \_\_\_\_\_ CO3 K1  
a) Personal activities      b) Human activities.      c) Personnel activities      d) Personnel policier.
4. Dispute between employees at different levels in an organization is known as \_\_\_\_\_ CO4 K1  
a) Horizontal conflict      b) Over all conflict.      c) Vertical conflict      d) Organizational conflict.
5. Movement of an employee from a low level to the higher level is \_\_\_\_\_ CO3 K1  
a) Transfer      b) Promotion      c) Rotation      d) Shifting
6. Which function of the personnel department involves managing relationships with labour unions? CO1 K1  
a) Recruitment and Selection      c) Employee Relations  
b) Compensation and Benefits      d) HR Analytics

**Part B**

(3 x 6 =18)

**Answer ALL questions**

7. a) Write a note on Grievances Exit policy in HRM. CO1 K1  
Or  
b) Write a note on Fringe Benefit policies in an organization with real time example. CO3 K2  
8. a) Explain briefly on Social Security of an Employee CO2 K2  
Or  
b) Discuss the different techniques used to manage stress. CO3 K1  
9. a) Elaborate the methods to increase morale in an organization. CO1 K2  
Or  
b) Write a note on Employees Health and safety welfare schemes with examples CO3 K2

**Part C**

**Answer all the questions**

(3\*12=36)

10. a) Explain in detail about Transfer and Separation and its implications. CO3 K2  
Or  
b) Explain about the Workers participation in an Organisation. CO3 K2  
11. a) Explain the various determinants of Job Satisfaction in detail. CO3 K1  
Or  
b) Elaborate note on Employees Welfare security provided in an organization. CO2 K2  
12. a) Write detail note on Industrial Disputes-causes, prevention and settlement. CO3 K2  
Or  
b) Explain the various reasons that could lead to employee grievances CO1 K1

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**Prepared by: Mrs. B. Pragathi**

23.10.2025