



Avinashilingam Institute for Home Science and Higher Education for Women

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

Re-accredited with 'A+' Grade by NAAC. Recognised by UGC Under Section 12B

Coimbatore - 641 043, Tamil Nadu, India

Bachelor's Degree Examination –June 2021 VI Semester

Class : III UG
Major : Psychology

Time : 3 Hours
Max. Marks: 100

18BPSC23 Human Resource Management

CO1: Understanding and analysing general concepts in the HRM field

CO2: To define, identify the job analysis methods and also to specify its Outcomes in Human Resource Planning

CO3: To Review, restate or label the functions and procedures of Recruitment and selection

CO4: To understand and specify the basic concepts of placement, induction and internal mobility

CO5: To define, describe the objectives and principles of incentives and salary process

Part A

10 x 1 = 10

Choose the Correct Answer

1. The actual posting of an employee to a specific job. CO4 K1
a. Induction b. Orientation
c. Development d. Placement
2. It is a process that enables the manager to see the link between an employee's goals and the goal of company. CO3 K1
a. job management b. ongoing feedback
c. goal alignment d. goal directed
4. Process through which a new recruit begins to understand and accept values held by others in the organization. CO2 K2
a. Directing b. planning
c. Socialization d. Recruiting
5. The temporary removal of an employee from the payroll of an organization. Is known as CO3 K1
a. Retrenchment b. Layoff
c. Variable d. Enrollment
6. The Principles of Conduct Governing an Individual or a Group is called CO5 K1
a. Ethics b. manipulation
c. laws d. specification
7. It refers to the relative length of service in the same organizations. CO5 K1
a. promotion b. demotion
c. Selection d. Seniority
8. Identifying the right people in rival companies, offering them better terms and luring them away is popularly called CO3 K1
a. Competition b. Acquisition
c. Poaching d. None of the above
9. Insured employees are entitled to get cash benefit for a maximum of these days. CO2 K2
a.40 b. 28 c. 32 d. 56
10. The first operative function of personnel management CO1 K2
a. Maintenance b. Compensation
c. Management d. Procurement

Part B
Answer ALL questions
Each answer should not exceed 400 words or two pages

5 x 6 = 30

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| 11.a. Describe the process involved in Induction
(or) | CO4 K2 |
| 11.b. Explain the advantages of HRM | CO1 K2 |
| 12.a. Identify the three methods of wage payment
(or) | CO5 K1 |
| 12.b. Outline the Objectives of HRM. | CO1 K1 |
| 13.a. Explain the Purposes of transfer
(or) | CO4 K2 |
| 13.b. Elaborate the Constraints and Challenges of Recruitment.. | CO3 K2 |
| 14.a. Delineate on the effective Human Resource Planning.
(or) | CO2 K1 |
| 14.b. Indicate the Meaning, Purpose And Advantages of Promotion. | CO4 K2 |
| 15.a. Discuss the objectives of Fringe benefits.
(or) | CO5 K2 |
| 15.b. Examine the Uses of Job Analysis. | CO3 K2 |

Part C
Answer ALL questions
Each answer should not exceed 800 words or four pages

5 x 12 = 60

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| 16.a. Elaborate the methods of Wage Payment.
(or) | CO5 K2 |
| 16.b. Explain in detail the selection process and the objectives. | CO3 K1 |
| 17.a. Discuss the different Sources of Recruitment.
(or) | CO3 K2 |
| 17.b. List the Functions of Personnel human resource management. | CO2 K1 |
| 18.a. List out and explain Individual Incentives and the Approaches
(or) | CO5 K1 |
| 18.b. Distinguish Traditional versus Strategic HR | CO1 K2 |
| 19.a. Describe the steps in effective human resource planning.
(or) | CO2 K2 |
| 19.b. Explain in detail the Organisation Wide Incentive plans. | CO5 K2 |
| 20.a. Discuss the need for job analysis and the process in detail
(or) | CO2 K2 |
| 20.b. Identify the Evolution of the Concept of HRM | CO1 K2 |
