



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
Continuous Internal Assessment I – Feb 2025
SEMESTER VI

Class: III UG
Major: Psychology

Time: 2 Hours
Max. Marks: 60

21BPSC23- HUMAN RESOURCE MANAGEMENT

Course Outcomes:

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

6 x 1 = 6

Choose the Correct Answer

1. Process that enables the manager to see the link between an employee's goals and the goal of company CO1 K1
 - a. Job management
 - b. Ongoing feedback
 - c. Goal alignment
 - d. Goal directed
2. This Concept will have positive impact on workers' productivity CO1 K2
 - a. Production
 - b. Commodity
 - c. Goodwill
 - d. paternalistic
3. It is a brief write-up about what the job is all about. CO2 K1
 - a. Working condition
 - b. Job title
 - c. Job summary
 - d. job Specification.
4. Factors that state the importance of the Human Resource Planning. CO2 K1
 - a. Creating highly talented personnel
 - b. International strategies
 - c. Resistance to change and move
 - d. All of the above
5. Persons who are already working in an organization constitute to this type of recruitment. CO3 K1
 - a. Direct
 - b. Internal source
 - c. Indirect
 - d. External source.
6. The primary source of information for recruiting is The tests that measures self- confidence, motivation, emotional balance is known as CO3 K2
 - a. Intelligence test
 - b. Preference test
 - c. Personality test
 - d. interest test

Part-B

3 x 6 = 18

Answer ALL the questions.

Answers should not exceed 200 words or one page

- 7 a. Explain the Importance of HRM CO1K3

(Or)
- 7 b. Discuss the historical evolution of HRM in India CO1K4
- 8 a. List out the Uses of Job Analysis. CO2K2

(Or)
- 8 b. Distinguish between job analysis, job description and job specification. CO2K4
- 9 a. Explain the Constraints and Challenges of recruitment. CO3K3

(Or)
- 9 b. Explain the methods of recruitment CO3K2

Part - C

3 x 12 = 36

Answer ALL the questions.

Answer should not exceed 800 words or four pages

- 10 a. Describe the functions of Human Resource Management CO1 K2

(Or)
- 10 b. Explain the important roles of a personnel manager CO1 K4
- 11 a. Describe the steps involved in Human Resource Planning process CO2 K3

(Or)
- 11 b. Elaborate on job description. CO2 K4
- 12 a. Describe briefly the various steps that are involved in hiring human resource in an organization CO3 K3

(Or)
- 12 b. List the merits and demerits of various sources of recruitment CO3 K3

Copies: 60

Staff in charge:Dr. Mrs.N.V.Amudha devi

