



**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 –II (October 2025)**  
**Fifth Semester**

**Class: IIBBA**  
**Branch :Tourism**

**Time: 2 Hours**  
**Max. Marks: 60**

**23BTOC11- Human Resource Management**

**Course Outcomes:**

- CO1: Gain Knowledge about human resource function in an Organization.  
CO2: Understand Human Resource Planning.  
CO3: Examine about Recruitment, Selections, Training, of an Organization.  
CO4: Apply salary benefits, incentives and fringe benefits the knowledge of an Organization.  
CO5: Evaluate the process of performance Appraisal any Organization.

**Part A**  
**Choose the Correct Answer**

**6x1=6 Marks**

1. Incentives are a form of direct compensation. CO2K2  
a. True                      b. False
2. Which of the following is a determinant of salary structure CO2K3  
a. Cost of living    b. Company policy              c. Skills and experience              d. All of the above
3. Non-monetary benefit include. CO3K2  
a. stock options              b. Paid vacations              c. Employee recognition programs              d. profit sharing
4. Fringe benefits are monetary in nature. CO1K4  
a. True                      b. False
5. Which is a characteristic of an effective performance appraisal system. CO2K2  
a. Subjectivity              b. Biasness                      c. Reliability & Validity              d. Vagueness
6. Performance appraisal is most useful in. CO1K3  
a. Salary fixation              b. Identifying training needs              c. Promotion decisions              d. All of the above

**Part B**  
**Answer ALL questions**

**3x6 =18 Marks**

**Each answer should not exceed 400 words or two pages**

- 7.a Write a brief note on steps in selection procedure? CO2K2  
(or)
- 7.b. Explain special use of performance appraisal? CO3K5
- 8.a. Definition and meaning of MBO? CO1K5  
(or)

- 8.b. Write a brief note on non-monetary benefits? CO2K3
- 9.a. Illustrate about Incentives and Fringe benefits? CO3K3
- (or)
- 9.b. Demonstrate in detail issues in compensation? CO3K4

**Part – C**

**3x12=36 Marks**

**Answer ALL questions**

**Each answer should not exceed 800 words or four pages**

- 10.a. Explain in detail about objectives and scope of MBO? CO2K5
- (or)
- 10.b. Write a brief note on need and purpose of compensation? CO2K4
- 11.a. Illustrate in detail about meaning and characteristics of performance appraisal? CO1K4
- (or)
- 11.b. Give a brief note on structure and process of compensation? CO3K5
- 12.a. Discuss about the guidelines of effective performance appraisal? CO1K4
- (or)
- 12.b. Write a brief note on candidate assessment test and Interview used in Employee selection? CO1K2

**Staff Incharge: Mrs. Akhila Ashokan & Mrs .A. Bushthana Sherin**

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