



K. Sambath

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 'A++' Grade by NAAC. CGPA 3.65/4, category I by UGC
Coimbatore - 641 043, Tamil Nadu, India

Bachelor's Degree Examination – May 2025
VI Semester

Class : III UG
Major : Psychology

Time : 3 Hours
Max. Marks: 100

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

10 x 1 = 10

Choose the Correct Answer

1. The primary objective of Human Resource Management is to CO1K3
 - a. increase profits
 - b. manage employee relations
 - c. enhance employee performance
 - d. reduce costs
2. This is NOT a function of HRM. CO1K2
 - a. recruitment
 - b. training and development
 - c. financial management
 - d. performance Appraisal
3. Job analysis is used to determine CO2K3
 - a. employee satisfaction
 - b. job responsibilities and requirements
 - c. training needs
 - d. compensation packages
4. The process of identifying and attracting potential employees, is known as CO1K2
 - a. selection
 - b. recruitment
 - c. orientation
 - d. onboarding
5. The method of performance appraisal is CO3K1
 - a. self-appraisal
 - b. peer review
 - c. 360-degree feedback
 - d. all of the above
6. A key component of employee engagement is CO3K2
 - a. salary increase
 - b. job satisfaction
 - c. job security
 - d. all of the above
7. Training programs aimed at improving specific skills are known as CO3K3
 - a. induction training
 - b. on-the-job training
 - c. skill development training
 - d. orientation training
8. "Internal mobility" in HRM refers to CO3K1
 - a. hiring new employees
 - b. transferring employees within the company
 - c. outsourcing
 - d. none of the above
9. The legislation governs workplace safety in India is CO3K1
 - a. industrial disputes act, 1947
 - b. factories act, 1948
 - c. employees' provident funds act, 1952
 - d. minimum Wages Act, 1948
10. The concept of 'work-life balance' refers to CO3K2
 - a. equal work hours for men and women
 - b. managing professional and personal life effectively
 - c. reducing work hours for employees
 - d. offering flexible work schedules only

Part B

5 x 6 = 30

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 11.a. Discuss about the role of personnel manager. CO1K2
(or)
- 11.b. Write short notes on evolution of HRM. CO1K2
- 12.a. Explain about job specification. CO2K1
(or)
- 12.b. Describe about the objectives and importance of HRP. CO3K3
- 13.a. Outline the steps involved in the recruitment process. CO2K3
(or)
- 13.b. Explicate on purpose of selection. CO3K2
- 14.a. Expound on various methods of employee induction. CO4K1
(or)
- 14.b. Enlighten on the procedures and benefits of internal mobility. CO4K2
- 15.a. Evaluate the different employee incentive plans. CO5K1
(or)
- 15.b. Give a brief account on the scheme for indirect workers. CO5K3

Part C

5 x 12 = 60

Answer ALL questions

Each answer should not exceed 800 words or four pages

- 16.a. Analyze the evolution of human resource management from traditional to strategic approaches. CO4K2
(or)
- 16.b. Compare and contrast traditional HR with strategic HR. CO2K2
- 17.a. Evaluate the purpose and methods used to collect information in job analysis CO2K2
(or)
- 17.b. Enumerate on the significance of human resource planning. CO3K2
- 18.a. Critically evaluate the effectiveness of various recruitment strategies. CO4K3
(or)
- 18.b. Explicate on the employee testing and selection. CO4K4
- 19.a. Discuss about the strategic importance of employee orientation and placement. CO2K3
(or)
- 19.b. Describe about the importance of training and development in an organization. CO4K2
- 20.a. Elaborate on the significance of employee benefits and how they contribute to organizational success. CO4K3
(or)
- 20.b. Elucidate on the key components of an effective performance appraisal system. CO5K2
