



R. 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

Continuous Internal Assessment Test I – February 2026
Semester VI

Class: Repeater- III UG
Major: Psychology

Time: 2 Hours
Maximum 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. The Concept that have positive impact on workers' productivity CO1 K1
a. Production b. Commodity c. Goodwill d. Paternalistic
2. Process that enables the manager to see the link between an employee's goals and the goal of company is called CO1 K1
a. Job management b. Ongoing feedback c. Goal alignment d. Goal directed
3. Factor that state the importance of the Human Resource Planning CO1 K1
a. Creating highly talented personnel b. International strategies
c. Resistance to change and move d. Optimum utilization of human resources
4. The job is all about CO2 K1
a. Working condition b. Job title c. Job summary d. Job Specification
5. Persons who are already employed within an organization form this type of recruitment. CO2 K1
a. Direct b. Internal source c. Indirect d. External source
6. The primary source of information for recruiting is CO3K1
a. Employment exchange b. Job analysis
c. Performance appraisal d. Training need assessment

Part B

3 x 6=18

Answer ALL questions

Each answer should not exceed 400 words or two pages

- 7.a. Discuss the Importance of Human Resource Management in brief. CO1 K1
(Or)
- 7.b. List out the historical evolution of HRM in India. CO1 K1
- 8.a. Distinguish between job analysis, job description and job specification with example. CO2 K1
(Or)
- 8.b. List out the Uses of Job Analysis. CO2 K1
- 9.a. Explain briefly on the different methods of recruitment. CO2 K2
(Or)
- 9.b. Explain the Constraints and Challenges of recruitment. CO3 K2

Part C

3 x 12 = 36

Answer ALL questions

Each answer should not exceed 800 words or four pages

- 10.a. Explain in details about the important roles played by a personnel manager. CO1 K2
(Or)
- 10.b. Explain the Managerial and Operative functions of Personnel Human Resource Management. CO1 K2
- 11.a. Design a sample job specifier for a student counsellor. CO1K4
(Or)
- 11.b. Explain in detail about the Human Resource Planning process. CO2 K2
- 12.a. Discuss on the merits and demerits of various sources of recruitment. CO2 K2
(Or)
- 12.b. Describe in detail the various steps that are involved in hiring human resource in an organization. CO3K2