



# 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 – August 2020

### VI Semester

**Class : III UG**  
**Major : Psychology**

**Time : 2 Hours**  
**Max. Marks : 50**

### 15BPSC23 Human Resource Management

#### Part A

10 x 1 = 10

#### Choose the Correct Answer

- The actual achievements compared with the objectives of the job is
  - Job performance
  - Job ecaluation
  - Job description
  - None of the above
- Developing a tool to candidates in line with the human resources plan is
  - Development
  - Training
  - Recruitment
  - All the above
- Majority of the disputes in industries is (are) related to the problem of
  - wages
  - Salaries
  - Benefits
  - All the above
- In an organization initiating career planning, the career path model would essentially form the basis for
  - placement
  - Transfer
  - Rotation
  - All the above
- The programme once installed must be continued on a permanent basis is
  - Job evaluation
  - Training and development
  - Recruitment
  - All the Above
- The term used to identify, "what the job holder does"? "How it is done" and "Why it is done" is
  - Job Specification
  - Job evaluation
  - Job description
  - Job title
- Recruitment is the process of locating and encouraging potential applications to apply for existing or anticipated job openings is
  - Prospecting theory
  - Mating Theory
  - Equity theory
  - None of the above
- It tries to develop a consistent, aligned collection of practices, programmes and policies to facilitate the achievement of the organization's objective' is
  - Top management
  - Modern management
  - Traditional management
  - Strategic management
- HRM is a
  - Staff function
  - Line function
  - Accounting funciton
  - All the above
- It is the process of getting the right number of people into the right job at the right time is
  - Human resource planning
  - Human resource allocation
  - Recruitment
  - Selection

**Part B**

**3 x 6 = 18**

Answer any **Three** questions

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

11. Write short notes on nature of human resource management.
12. Explain the history of Human Resource Management.
13. Mention about the process of job analysis.
14. Briefly explain objectives of human resource planning.
15. Write short notes on constraints and challenges of recruitment.
16. Explain the purpose of selection in human resource management.
17. Write notes on role of promotion in HRM.
18. Mention about the need for training in HRM.
19. Write short notes on fringe benefits.
20. Explain about induction and its elements.

**Part C**

**2 x 11 = 22**

Answer any **Two** questions

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

21. Write an essay on Personal Management.
22. Differentiate between traditional and strategic management.
23. Give a detailed account on methods of collecting job analysis data.
24. Elaborate on effective human resource planning.
25. Describe methods of recruitment.
26. Elucidate the process of selection in HRM.
27. Discuss about the Training.
28. Discuss about the challenges in the process of placement.
29. Explain the elements of wage and salary administration.
30. Elaborate on Incentives.

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