



**II Semester M.Com. Degree Examination, July 2017
(Repeaters) (2007-08 Scheme)
COMMERCE
Paper – 2.1 : Human Resource Management**

Time : 3 Hours

Max. Marks : 80

Instruction : Answer **all** questions.

SECTION – A

1. Answer **any ten** of the following. **Each** question carries **two** marks. **(2×10=20)**
- Define Human Resource Development.
 - Differentiate between wage and incentive.
 - Give the meaning of Employee Hiring.
 - What is meant by team building ?
 - Give the meaning of fringe benefits.
 - Give the meaning of term CAREER.
 - What is meant by job specification ?
 - Give the meaning of Rating scale.
 - What is meant by Downsizing plan ?
 - What is meant by e-recruitment ?
 - Give the meaning of unstructured interview.
 - What is meant by simulation ?

SECTION – B

- Answer **any three** of the following. **Each** question carries **five** marks. **(3×5=15)**
- Explain the factors influencing Human Resource Planning.
 - From the HR manager's point of view what are the uses of job analysis.
 - What are the common interview problems ? How can they be overcome ?
 - What are the objectives of Performance Appraisal ?
 - Do you think that Indian Executives are overpaid ? Discuss.



SECTION – C

Answer **any three** of the following questions in **not** exceeding **three** pages **each**.
Each question carries **15** marks. **(3×15=45)**

7. What is the essence of Vroom's Expectancy model of motivation ?
8. Describe the various methods for achieving employee participation. Suggest a suitable method for application to Indian conditions.
9. What are the barriers that check effective communication ? How can these barriers be overcome ?
10. Outline the causes for Industrial accidents. How can they be avoided ?
11. Explain the various HR ethical issues.

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