

(6 pages)

Reg. No. :

Code No. : 21264E Sub. Code : EEBF 61

B.Com. (CBCS) DEGREE EXAMINATION,
APRIL 2026.

Sixth Semester

Banking and Finance

Elective – HUMAN RESOURCE MANAGEMENT

(For those who joined in July 2023 only)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. HR policies are primarily designed to
 - (a) Control employees strictly
 - (b) Reduce production cost
 - (c) Provide consistency in decisions
 - (d) Increase profit only

2. Work force diversity refers to _____
 - (a) only gender difference
 - (b) only skill difference
 - (c) only qualification different
 - (d) differences in employees

3. HRP ensures _____
 - (a) Over staffing
 - (b) Right person at right job
 - (c) Optimum cost
 - (d) Ample productivity

4. Job specification includes _____
 - (a) Duties
 - (b) Responsibilities
 - (c) Work schedule
 - (d) Qualifications

5. Training effectiveness is highest when _____
 - (a) Employees attend programs regularly
 - (b) Trainers are highly qualified
 - (c) Learning is transferred to the job
 - (d) Training is expensive

6. Which of the following is a vestibule training feature?
- (a) Outdoor training
 - (b) Online training
 - (c) Real workplace
 - (d) simulated environment
7. Which is NOT a method of job evaluation?
- (a) Ranking
 - (b) Classification
 - (c) Factor comparison
 - (d) 360-degree feedback
8. BARS stands for _____
- (a) Behavioral Anchored Rating Scale
 - (b) Basic Appraisal Rating System
 - (c) Balanced Analysis Rating Scale
 - (d) Behavioral Assessment Review System
9. Fringe benefits are _____
- (a) Direct wages
 - (b) Monetary incentives
 - (c) Indirect compensation
 - (d) Overtime pay

10. Halsey plan is based on _____
- (a) Profit sharing
 - (b) Output produced
 - (c) Time saved
 - (d) Commission

PART B — (5 × 5 = 25 marks)

Answer ALL questions, by choosing either (a) or (b).
Each answer should not exceed 250 words.

11. (a) Explain the evolution of HRM.
- Or
- (b) State the importance of Human Resource Information System
12. (a) State the importance of job analysis
- Or
- (b) State the limitations of Human Resource Planning
13. (a) Bringout the significance in career development programs.
- Or
- (b) What are the limitations of outsourcing training?

14. (a) List out the methods of job evaluation.

Or

- (b) What are the problems in performance appraisal

15. (a) List out the components of compensation.

Or

- (b) Explain safety measures in industry.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, by choosing either (a) or (b).
Each answer should not exceed 600 words.

16. (a) Describe the emerging challenges of HRM.

Or

- (b) Explain in detail the role of HR manager.

17. (a) Evaluate the advantages and disadvantages of internal sources of recruitment

Or

- (b) Describe the different types of interviews used in selection.

18. (a) Critically evaluate the effectiveness of training programs using modern evaluation techniques.

Or

- (b) Explain the training process in detail.

19. (a) Evaluate the role of performance appraisal in employee development and organizational growth

Or

- (b) Explain the methods of performance appraisal.

20. (a) Explain employee welfare measures and their impact on industrial efficiency.

Or

- (b) Describe the different incentive plans and their impact on employee productivity.