



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

M.Com. DEGREE EXAMINATION – COMMERCE

FOURTH SEMESTER – APRIL 2014

CO 4803 - HUMAN RESOURCES MANAGEMENT

Date : 29/03/2014
Time : 01:00-04:00

Dept. No.

Max. : 100 Marks

Part A

Answer ALL questions 10x2=20

1. What is Job evaluation?
2. Define Selection.
3. Write a short note on vestibule training
4. What do you mean by Job Enlargement?
5. What do you mean by Negative Discipline?
6. What is a grievance?
7. What do you understand the term 360 degree appraisals?
8. What is critical incident method of appraisal?
9. What is Human Capital?
10. What do you understand the term Organisation Culture?

Part B

Answer any FIVE Questions 5x8=40

11. Explain the objectives of Human resource Planning.
12. What are the objectives of training?
13. Define MBO. Explain the advantages and disadvantages of Management by Objectives.
14. Explain the common steps usually followed by organisations while developing an appraisal system for them.
15. Define Recruitment. Bring out the factors that influence recruitment.
16. What do you mean by Performance Appraisal? Explain the traditional methods of Performance Appraisal used by Organisation

17. Briefly Describe the concepts of Job Analysis and explain the Job Analysis Process.
18. “Performance appraisal should be a two-way street. Supervisor should evaluate their subordinates, and subordinates should evaluate their supervisors”. Do you agree or disagree? Discuss.

Part C

Answer any TWO Questions 2x20=40

19. “There are two sets of human resource management functions –Managerial and operative”- discuss these functions.
20. Critically examine the Need and Hierarchy theory of Motivation.
21. What do you mean by Training? Explain the various methods of Training.
