 LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**M.Com.** DEGREE EXAMINATION - **COMMERCE**

FOURTH SEMESTER – **NOVEMBER 2012**

# CO 4803 - HUMAN RESOURCES MANAGEMENT

Date : 06/11/2012 Dept. No. Max. : 100 Marks

Time : 1:00 - 4:00

**SECTION - A**

Answer **all** questions: 10 x 2 = 20 marks

1. Define Human Resource Management.
2. Give two advantages of campus recruitment.
3. What do you mean by ‘mentoring’?
4. What is meant by career planning?
5. Give the meaning of 360 degree appraisal.
6. List out any two challenges faced by a HR professional in the current scenario.
7. What is job enlargement?
8. What do you understand from the term ‘competency mapping’?
9. How is ‘Red Hot Stove’ rule associated with discipline?
10. Mention any two uses of performance appraisal.

**SECTON – B**

Answer any **five:**  5 x 8 = 40 marks

1. What are the qualities required of a successful HR manager?
2. Briefly explain the concept of Job Analysis.
3. Discuss the role of chief executive in Human Resource Development.
4. What are the various causes of indiscipline in an organisation?
5. Briefly explain the different types of wage incentive plans.
6. During manpower planning, what will be the action plan if shortage of employees are expected?
7. Through what techniques can the Quality of Work Life in an organisation be improved?
8. Discuss the significance of providing welfare facilities to workers.

**SECTION – C**

Answer any **two** : 2 x 20 = 40 marks

1. Explain the functions of HRM in detail.
2. As the head of HR department of an Indian Multinational Company, what would be your recruitment and selection process to hire management trainees?
3. Discuss in detail the various methods of training executives in your organization.

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