

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.  
DEPARTMENT OF COMMERCE  
SEMESTER EXAMINATION  
HUMAN RESOURCE MANAGEMENT

**CLASS: B.COM DEGREE**  
**CODE: 19/CM/MC/HR43**

**TIME: 90 Mins**  
**MARKS: 50**

**SECTION – A**

**ANSWER THE FOLLOWING**

**(7 x 2 = 14)**

1. List out any four On The job Training Methods.
2. Define HRM
3. What is Fringe Benefits ?
4. Write a note on Performance Counselling
5. What is downsizing?
6. State any two difference between Training & Development.
7. What do you understand by 360-degree appraisal ?

**SECTION – B**

**ANSWER ANY TWO QUESTIONS**

**(2 x 8 = 16)**

8. Elucidate on the effectiveness of training program to improve organisational efficiency
9. Discuss the factors that influence the Compensation packages in an organisation
10. Explain the role of workforce diversity in an organization

**SECTION – C**

**ANSWER ANY ONE QUESTIONS**

**(1 x 20 = 20)**

11. Discuss the various methods of performance appraisal to assess the employees' performance
12. Explain the process of recruitment

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