

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 86
(For candidates admitted from the academic year 2023 – 2024 and thereafter)

B.COM. DEGREE EXAMINATION – APRIL 2026
BANKING, FINANCE AND ENTREPRENEURSHIP
FOURTH SEMESTER

COURSE : MAJOR CORE
PAPER : HUMAN CAPITAL MANAGEMENT
SUBJECT CODE : 23BF/MC/HC43
TIME : 3 HOURS

MAX. MARKS: 100

SECTION A				
Q. No.	Answer all the questions not exceeding 50 words:	(5 x 2 = 10)	CO	KL
1.	Define Human Resources.		1	K1
2.	Discuss the nature of performance appraisal.		1	K1
3.	Write a short note on Grievance Redressal.		1	K1
4.	List out the benefits of Job Specification.		1	K1
5.	What is downsizing?		1	K1
SECTION B				
Q. No.	Answer any four questions not exceeding 150 words:	(4 x 5 = 20)	CO	KL
6.	Bring out the differences between Job analysis and Job description.		2	K2
7.	List out the main elements of work environment.		2	K2
8.	Explain the concept of management by objectives (MBO).		2	K2
9.	State the objectives of human resource management.		2	K2
10.	What do you mean by training?		2	K2
11.	Explain the objectives of employee welfare management.			
SECTION C				
Q. No.	Answer the following not exceeding 500 words :	(4 x 10 = 40)	CO	KL
12.	a) Discuss the guidelines to make effective Induction Programme. (OR) b) Explain the meaning and importance of performance appraisal.		3	K3
13.	a) Explain the procedure for redressal grievances. (OR) b) Discuss the various methods of evaluating training effectiveness.		3	K3
14.	a) Explain the recent trends in Human resource management. (OR) b) What is selection? Explain the steps involved in selection process.		4	K4
15.	a) Enumerate the steps in designing a training Programme. (OR) b) Explain the process of HR planning.		4	K4
SECTION D				
Q. No.	Answer any two questions not exceeding 1000 words:	(2 x 15 = 30)	CO	KL
16.	Elaborate on the various methods and techniques of Executive development.		5	K5
17.	Discuss in detail the various Internal and External sources of recruitment.		5	K5
18.	Determine the emerging challenges in human resource management.		5	K5
