

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 and thereafter)

B.Com. DEGREE EXAMINATION APRIL 2026
COMMERCE
FOURTH SEMESTER

COURSE : MAJOR CORE
PAPER : HUMAN RESOURCE MANAGEMENT
SUBJECT CODE : 23CM/MC/HR43
TIME : 3 HOURS **MAX. MARKS: 100**

SECTION A				
Q. No.	Answer all the Questions	(5 x 2 = 10)	CO	KL
1.	Define human resource management.		1	K1
2.	What is performance appraisal?		1	K1
3.	List the different types of compensation.		1	K1
4.	State any two differences between training and development.		1	K1
5.	What is meant by grievance?		1	K1
SECTION B				
Q. No.	Answer all the Questions	(5 x 2 = 10)	CO	KL
6.	List the objectives of employee welfare measures.		2	K 2
7.	Mention any two advantages of on-the-job training.		2	K 2
8.	State briefly the purpose of performance counselling in organisations.		2	K 2
9.	Identify the key elements of a job description.		2	K 2
10.	Mention the impact of downsizing in an organisation.		2	K 2
SECTION C				
Q. No.	Answer any two Questions	(2 x 10 = 20)	CO	KL
11.	Explain the process of human resource planning in an organisation.		3	K3
12.	Discuss the internal and external sources of recruitment.		3	K3
13.	Explain how the HRM functions are used to achieve organisational objectives.		3	K3
SECTION D				
Q. No.	Answer any two Questions	(2 x 10 = 20)	CO	KL
14.	Examine the performance appraisal process.		4	K4
15.	Analyse the different training methods used in organisation.		4	K4
16.	Examine the importance of grievance handling systems in maintaining industrial harmony.		4	K4
SECTION E				
Q. No.	Answer any two Questions	(2 x 20 = 40)	CO	KL
17.	Evaluate the role of HR managers in handling emerging workplace challenges.		5	K5
18.	Critically evaluate the steps involved in the employee selection procedure in organisations.		5	K5
19.	Assess how performance appraisal methods contribute to employee development.		5	K5
20.	Evaluate the effectiveness of incentives and benefits in improving employee motivation and retention.		5	K5
