

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.**  
**(For candidates admitted during the academic year 2011 – 2012)**

**SUBJECT CODE: 11CM/PE/HR34**

**M.Com. DEGREE EXAMINATION NOVEMBER 2012**  
**COMMERCE**  
**THIRD SEMESTER**

**COURSE : ELECTIVE**  
**PAPER : HUMAN RESOURCE MANAGEMENT**  
**TIME : 3 HOURS** **MAX. MARKS: 100**

**SECTION – A**

**ANSWER ANY FIVE QUESTIONS: ( 5 x 8 = 40)**

1. Why is need assessment important before any training?
2. Write a note on Job Analysis.
3. Briefly determine the ways of recruiting employees.
4. Incentives provide positive response. Do you agree?
5. Explain any three off the job training methods.
6. “Promotion by merit or seniority is a controversial issue”. Discuss.
7. “Labour turnover is inevitable”. How would you prevent it?
8. Discuss the common ethical issues in HRM.

**SECTION – B**

**ANSWER ANY THREE QUESTIONS: ( 3 x 20 = 60)**

9. Define HRM, and explain its four objectives.
10. Explain the process involved in Man Power Planning.
11. Explain the factors that determine wages and salaries.
12. ‘Executive development program is different from employee development program’. What are they?
13. How would you select the right man for the right job? Explain the process.

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