

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2004-2005 & 2005-2006)

SUBJECT CODE : CM/SC/HM44

B.Com. DEGREE EXAMINATION APRIL 2007
COMMERCE
FOURTH SEMESTER

COURSE : **SPECIALISATION – CORE**
PAPER : **HUMAN RESOURCE MANAGEMENT**
TIME : **3 HOURS** **MAX. MARKS : 100**

SECTION - A

ANSWER ALL QUESTIONS: (10 x 3 = 30)

1. Mention the maintenance functions of Human Resource Management.
2. Give three limitations of Human Resource Planning.
3. Distinguish between 'Recruitment' and 'Selection'.
4. What are the demerits of on the job training.
5. What are the objectives of wage administration?
6. State the importance of 'fringe benefits'?
7. What are the concepts of Vroom's Expectaney theory of motivation?
8. What do you mean by hygiene factors? Give examples.
9. What is laissez-faire leadership?
10. State the dimensions of Managerial Grid.

SECTION - B

ANSWER ANY FIVE QUESTIONS: (5 x 6 = 30)

11. Explain the operative functins of HRM.
12. Discuss the various steps involved in HR planning.
13. What are the various stages involved in the selection of candidates for job in an organization.
14. Explain the advantages of Job Analysis.
15. What are the salient features of a good training program?

16. Discuss the elements of a sound promotion policy.
17. What are the various factors that determine the wage policy of an organization?

SECTION - C

ANSWER ANY TWO QUESTIONS:

(2 x 20 = 40)

18. Explain in detail the various methods of training the employees of an organization?
19. Discuss the various methods available for appraising the performance of employees.
20. Describe the various employee welfare schemes offered by a modern organization.
21. What are the various sources of recruitment? Discuss their relative merits and demerits.

