

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

SUBJECT CODE : CM/SC/HM44

B.Com. DEGREE EXAMINATION APRIL 2008
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. Define Human Resource Management.
2. What do you mean by 'External Factors' in HRM?
3. What is 'Managerial Judgement' in HR planning?
4. Give the advantages of Job Evaluation.
5. What do you mean by Job Recruitment?
6. What are the demerits of on-the-job training?
7. Define 'incentive'.
8. What are fringe benefits?
9. What are the concepts of 'X Theory'.
10. Explain the meaning of the term 'motivation'.

SECTION - B

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

11. State the importance of HRM.
12. What are the merits and demerits of internal source of recruitment?
13. Write a note on (i) Job Description
(ii) Job Specification
14. Discuss the various stages involved in the process of training.
15. Explain the various concepts of wage.
16. Explain the 'traits theory' of leadership. What are its advantages and limitations?
17. Why is it necessary to formulate a standardized employee welfare programme in an organization?

SECTION - C

ANSWER ANY TWO QUESTIONS:

(2 x 20 = 40)

18. Explain the characteristics of manpower planning. What are the various factors that influence it?
19. Explain in detail various external sources of recruitment.
20. Discuss the various methods of training the employees of an organization.
21. Discuss the merits and demerits of promotion based on (i) seniority (ii) merit.

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