

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

SUBJECT CODE: 11CM/PE/HR34

M.Com. DEGREE EXAMINATION NOVEMBER 2013
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. Define HRM and bring out its significance.
2. Explain the benefits of training from the viewpoint of an enterprise and its employees.
3. Define job evaluation. How is it different from job analysis and merit rating?
4. What is On-the-job training? Explain the different methods of On-the-job training.
5. Explain the different kinds of fringe benefits given to employees in an organization.
6. What is Performance Appraisal? Explain any two methods of Performance Appraisal.
7. Define Promotion. Explain the relative merits and demerits of seniority and merit as the basis of promotion.
8. What is Executive Development? Explain the objectives and importance of Executive Development.

SECTION – B

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

9. What is manpower planning? Describe the process of manpower planning.
10. State the difference between Recruitment and Selection? Explain the selection process adopted by organisations.
11. Classify and explain the functions of Human Resource Management.
12. Discuss the ethical issues in Human Resource Management.
13. Explain the concept of employee compensation. Discuss the factors to be considered for determination of salary and wages.
