STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2009 – 2010 & thereafter)

SUBJECT CODE: CM/PC/HR34

M.Com. DEGREE EXAMINATION NOVEMBER 2011
COMMERCE
THIRD SEMESTER

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

SECTION – A

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

1. Discuss the characteristics of Human Resource Management
2. Discuss the importance of Psychological Test in the selection process and explain its classification.
3. Briefly explain: a) Job Analysis b) Job Description c) Job Specification d) Job Rotation.
4. Explain the concepts and issues in Quality of Work Life.
5. Explain Herzberg Two Factor Theory of Motivation.
6. What are the importance and benefits of Training.
7. What is Employee Counseling and State the requirements for Effective Counseling
8. Discuss the challenges faced by HR Managers.

SECTION – B

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

9. Explain the functions of Human Resource Management.
10. Ex plain the process of Human Resource Planning.
11. What are the causes of Absenteeism in Indian Industries? What measures you would suggest to deal with these?
12. Explain the tools for improving Managerial Effectiveness.
13. Explain the Effects of Inter-country differences on HRM.