

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 2014
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. Discuss the objectives of HRM.
2. Can you give some suggestions for making manpower planning effective?
3. Write a short note on: a) Job Analysis b) Job Evaluation
4. Discuss the pros and cons of merit-based promotions.
5. Write the steps involved in: a) MBO b) BARS
6. What are Fringe-Benefits? Discuss the different types of fringe benefits given to employees.
7. What are incentives? What are the essentials of a good incentive plan?
8. How do you manage the HR ethical issues?

SECTION – B

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

9. Define HRM. Explain the various functions of HRM.
10. What is recruitment? Explain the various external sources of recruitment.
11. Explain in detail the various methods of training the employees of an organisation.
12. What is performance appraisal? Explain the traditional methods of performance appraisal.
13. Explain the various internal and external factors influencing the wage and salary administration.
