

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

SUBJECT CODE: CM/PC/HR34
M.Com. DEGREE EXAMINATION NOVEMBER 2010
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. What do you mean by Human Resources? Explain the nature and significance of Human Resource Management.
2. What is Human Resource Planning? Explain the process of Human Resource Planning.
3. What is Job Analysis? What is the use of Job Analysis in today's business environment?
4. What do you mean by Quality of Work Life? Briefly describe some practices that can be commonly followed in the organization.
5. What is the need for a sound promotion policy? What is the ideal basis of promotion?
6. What do you mean by Counselling? Discuss the functions of Counselling in Organisation.
7. What is Employee Turnover? What measures can be taken to control Employee Turnover?
8. What are the emerging challenges in Human Resource Management?

SECTION – B

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

9. Explain in detail the steps involved in the selection process.
10. Define Absenteeism. What are the causes of Employee Absenteeism? Discuss the measures to overcome high rates of absenteeism.
11. "Theory X and Theory Y are concerned with the nature of people" – How does the job situation affect the application of this theory? What are its implications?
12. Explain in detail the functions of Human Resource Management.
13. Explain in detail some of the tools that can be adopted for managerial effectiveness.

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