

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.**  
**(For candidates admitted during the academic year 2015 – 2016)**

**SUBJECT CODE: 15CM/ME/HR55**

**B.Com. (A & F) DEGREE EXAMINATION NOVEMBER 2017**  
**ACCOUNTING AND FINANCE**  
**FIFTH SEMESTER**

**COURSE : MAJOR –ELECTIVE**  
**PAPER : HUMAN RESOURCE PRACTICES**  
**TIME : 3 HOURS**

**MAX. MARKS: 100**

**SECTION – A**

**ANSWER ALL QUESTIONS:**

**(10 x 2 = 20)**

1. Define HRM.
2. Is Human capital an asset to the organisation? Explain.
3. What is work load analysis?
4. Explain the concepts of job analysis.
5. What is stress Interview?
6. Define induction training.
7. Write short note on E-learning.
8. What are fringe benefits? Give few examples.
9. What is piece wage system?
10. Give the meaning of career planning.

**SECTION – B**

**ANSWER ANY FIVE QUESTIONS:**

**(5 x 8 = 40)**

11. Bring out the importance of HRM.
12. State the need for career planning.
13. Explain the various sources of Recruitment.
14. Explain the term "Job Specification" with the help of a specimen.
15. Discuss the various factors affecting the wages and salary.
16. Explain the criteria for "Promotion", "Seniority" and "Merit".
17. What are the advantages of human resource information system? Write the steps for designing the same.

**SECTION – C**

**ANSWER ANY TWO QUESTIONS:**

**(2 x 20 = 40)**

18. Explain in detail the function and objectives of HRM.
19. Discuss the various steps in the process of manpower planning.
20. List out the essentials of a good training programme. Explain how a training programme is designed.
21. List out and explain the various performance appraisal methods.

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