



11206

I Semester M.Com. Examination, April/May 2024  
(CBCS)  
COMMERCE  
1.6 : Human Resource Management

Time : 3 Hours

Max. Marks : 70

**Instruction :** Answer *all* the questions as per *instructions*.

SECTION – A

Answer **any seven** questions out of ten. **Each** question carries **two** marks. (7×2=14)

1. a) Define HRM.
- b) What is job analysis ?
- c) Mention any 2 essential characteristics of an effective appraisal system.
- d) What do you mean by participative management ?
- e) What is quality circle ?
- f) Define recruitment.
- g) What is an incentive ?
- h) What do you mean by employee turnover ?
- i) Define compensation.
- j) What do you mean by positive attitude ? Give an example.

SECTION – B

Answer **any four** questions out of six. **Each** question carries **5** marks. (4×5=20)

2. What are the qualities of HR Manager ? Discuss.
3. What are the factors affecting Human Resource planning ? Explain.
4. Explain the training process.
5. Write a note on role of trade union.
6. What are the sources of global recruitment ? Discuss.
7. What are the objectives of human resource audit ? Explain.



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SECTION – C

Answer **any three** questions out of five. **Each** question carries **12** marks. **(3×12=36)**

8. Define SHRM. Explain the model of SHRM.
9. Define Human Resource Planning. Explain the process of Human Resource Planning.
10. What are the causes of disputes in organisations ? Explain the ways of resolving disputes.
11. Define ethics. Bringout the ethical issues in Human Resource Management.
12. Define selection. Explain the methods and process of selection.

