

**E 6099**



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Reg. No.....

Name.....

**B.A. DEGREE (C.B.C.S.S.) EXAMINATION, SEPTEMBER 2024**

**Sixth Semester**

B.A. Economics (Model I and II)

Choice Based Core Course—HUMAN RESOURCE MANAGEMENT

(Prior to 2013 Admissions)

Time : Three Hours

Maximum Weight : 25

*Answers may be written either in English or in Malayalam.*

**Part A (Objective Type Questions)**

*Answer all questions.*

*Each bunch of four questions carries a weight of 1.*

*Choose the correct alphabet only.*

- I. 1 The process by which employers transfer routine or peripheral work to another organisation :
- (a) Out sourcing. (b) Hiring.  
(c) Adopting. (d) None of these.
- 2 Application of management principles to management of people in and organisation :
- (a) H.R.M. (b) H.R.P.  
(c) Outsourcing. (d) None of these.
- 3 Delphi technique is associated with :
- (a) H.R. Demand Forecasting.  
(b) H.R. Supply Forecasting.  
(c) Market Forecasting.  
(d) None of these.
- 4 The most significant source of development :
- (a) Men. (b) Money.  
(c) Materials. (d) Machinery.

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- II. 5 The wage which is above the minimum wage but below the living wage is :
- (a) Time Wage.
  - (b) Fair Wage.
  - (c) Minimum Wage.
  - (d) None of these.
- 6 Use of Internet as a source of Recruitment.
- (a) Tele-recruitment.
  - (b) E-recruitment.
  - (c) Open recruitment.
  - (d) None of these.
- 7 Head-hunting is used in :
- (a) War.
  - (b) Conflict.
  - (c) Production.
  - (d) Recruitment.
- 8 Training is required for :
- (a) Promotion.
  - (b) High Productivity.
  - (c) High Cost.
  - (d) Higher Salary.
- III. 9 Body-shopping is related to :
- (a) Marketing.
  - (b) Production.
  - (c) Recruitment.
  - (d) None of these.
- 10 A check list describe the performance of :
- (a) Employee.
  - (b) Enterprise.
  - (c) Organisation.
  - (d) Industry.
- 11 Autocratic approach is related to :
- (a) HRM.
  - (b) HRP.
  - (c) Self Employment.
  - (d) None of these.
- 12 A statement showing the number of employee by position wise or section wise in the organisation.
- (a) Job Datas.
  - (b) Employment Data.
  - (c) Manning Table.
  - (d) None of these.





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- IV. 13 Job evaluation helps to determine relative worth of :
- (a) Salary. (b) Job.  
(c) Internal Equality. (d) External Equality.
- 14 Job analysis is a process of collecting data related to :
- (a) Job. (b) Family.  
(c) Sample. (d) Universe.
- 15 The process of analysing and assessing the the various jobs systemically to ascertain their worth in an organisation :
- (a) Job Evaluation. (b) Job Analysis.  
(c) Job Planning. (d) Job Organisation.
- 16 Point-Ranking method is used in :
- (a) Job Evaluation. (b) Job Analysis.  
(c) Recruitment. (d) None of these.

(4 × 1 = 4)

**Part B (Short Answer Questions)**

*Answer any **five** questions, not exceeding 50 words each.  
Each question carries a weight of 1.*

17. Human Resource Planning.  
18. Forecasting of Demand.  
19. Man Power Planning.  
20. Human Capital Management.  
21. H.R.M. Environment.  
22. Recruitment.  
23. Head-hunting.  
24. Placements.

(5 × 1 = 5)

**Turn over**





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**Part C (Short Essays)**

*Answer any **four** questions, not exceeding 150 words each.*

*Each question carries a weight of 2.*

25. Explain the importance of Human Resource Management.
26. Out line the steps involved in Human Resources Planning Process.
27. What are the characteristics of HRM ?
28. Explain the objectives of HRM.
29. Explain the techniques for job evaluation.
30. Analyse the elements of performance appraisal.

(4 × 2 = 8)

**Part D (Long Essays)**

*Answer any **two** questions, not exceeding 450 words each.*

*Each question carries a weight of 4.*

31. Explain the methods of recruitment and selection.
32. Describe the process involved in conducting a job analysis.
33. What is employee performance ? what are te elements of performance appraisal ?

(2 × 4 = 8)

