



MAR IVANIOS COLLEGE (AUTONOMOUS)
THIRUVANANTHAPURAM

Reg. No. :.....

Name :.....

Third Semester B.Voc. Degree Examination, November 2016
First Degree Programme under CSS
General Course – VIII (for Tourism & Hospitality Management)
AUTH362: Human Resources Management

Time: 3 Hours

Max. Marks: 80

SECTION – A

Answer ALL questions in one or two sentences.

1. Define HRM.
2. Collective bargaining.
3. Job description.
4. Employee welfare.
5. Performance appraisal.
6. On – the – job training.
7. Interim CEO.
8. Succession planning.
9. Human resource planning.
10. Induction training.

(10 × 1 = 10 Marks)

SECTION – B

Answer any EIGHT questions, not exceeding a paragraph of 50 words.

11. How is traditional HRM different from strategic HRM ?
12. Differentiate between recruitment and selection.
13. What do you mean by job specification ?
14. What do you mean by MBO ?

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- 15. Explain workers participation in management.
- 16. What do you mean by career planning ?
- 17. What do you mean by employee grievance ?
- 18. Explain morale.
- 19. What do you mean by Balance Score Card ?
- 20. What do you mean by employee discipline ?
- 21. Systems approach to HRM.
- 22. Employee motivation.

(8 × 2 = 16 Marks)

SECTION – C

Answer any SIX questions, in a page of 100 words.

- 23. How is Human Resource Planning carried out in organizations ?
- 24. Differentiate between Training and Development in organizations.
- 25. Explain the sources of recruitment.
- 26. Explain the competencies required for HR managers.
- 27. Discuss grievance redressal procedure.
- 28. Discuss promotion and demotion.
- 29. Explain the importance of career development in organizations.
- 30. Explain job analysis and its relevance in HRM.
- 31. Explain the various ways of workers participation in management.

(6 × 4 = 24 Marks)

SECTION – D

Answer any TWO questions, not exceeding four pages.

- 32. What do you mean by performance appraisal ? Also explain the various methods of performance appraisal used in organizations.
- 33. Discuss the various types of training methods.
- 34. Explain the different stages in employee recruitment and selection.
- 35. HRM plays a vital role in today’s organizations. Elucidate.

(2 × 15 = 30 Marks)

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