



**MAR IVANIOS COLLEGE (AUTONOMOUS)**  
**THIRUVANANTHAPURAM**

Reg. No. :.....

Name :.....

**Fifth Semester B.A. Degree Examination, November 2016**  
**First Degree Programme under CBCSS**  
**Open Course : Economics I**  
**AUEC581: Human Resource Management**

Time: 3 Hours

Max. Marks: 80

**SECTION – A**

*Answer ALL the following terms each in one or two sentences.*

1. Human Resource Management
2. Job Analysis
3. Retrenchment
4. Sequential Job
5. Demotion
6. Succession Planning
7. Human Capital
8. Job Hopping
9. Simulation
10. Agile Movement

**(10 × 1 = 10 Marks)**

**SECTION – B**

*Write short notes on any EIGHT of the following, not exceeding a paragraph.*

11. What are the objectives of HRM?
12. Explain Managerial Information System.
13. What do you mean by HRP?

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14. Distinguish between Recruitment and Selection.
15. Why do companies issue pink slips?
16. What is Placement?
17. Compare between individual and pooled job?
18. Why do organisations promote employees?
19. Explain Task or KSA Analysis.
20. What is meant by Red Hot Stove Rule?
21. What are the societal functions of HRM?
22. Examine the various functions of HRM.

**(8 × 2 = 16 Marks)**

### **SECTION – C**

*Short essay type : Answer any **SIX** questions, each not to – exceed one and a half page.*

23. Discuss the steps involved in HR training.
24. What are the factors influencing HRP?
25. Examine the role of HRM in strategic management.
26. Point out the difference between HRM and personnel management.
27. Discuss the objectives of HRM.
28. Discuss the employee transfers in an organisation.
29. Discuss the objectives of collective bargaining.
30. Evaluate recruitment practices followed in India.
31. Discuss the important elements of demotion policy.

**(6 × 4 = 24 Marks)**

### **SECTION – D**

*Long essay type : Answer any **TWO** questions, each not exceeding three pages.*

32. What is HRP? Discuss its importance in an organisation.
33. Examine the different recruitment sources and the recruitment process.
34. Explain the importance and essential conditions for successful collective bargaining.
35. Describe the importance and process of training.

**(2 × 15 = 30 Marks)**

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