

Name :

Reg. No:

THIRD SEMESTER M.Com DEGREE EXAMINATION, APRIL 2013**3.3 - HUMAN RESOURCE MANAGEMENT
(2004 Admissions)****Time : Three Hours****Maximum : 80 Marks****Part A****Answer all questions****Each question carries 2 marks**

1. What are the approaches to HRM?
2. Write a note on inter departmental transfers?
3. Explain job specifications for a sales manager.
4. Bring out the salient aspects of Time management.
5. Write a note on flexible working conditions.

(5 X 2 = 10 marks)**Part B****Answer any Four questions****Each question carries 10 marks**

6. Explain job specifications and descriptions for a sales manager.
7. Explain the procedure to be followed in terminating an employee?
8. Explain the various training techniques aimed at semi skilled labour.
9. What do you mean by job enrichment? How can you undertake this in an IT company?
10. Explain the factors influencing the wage system with suitable examples.
11. Differentiate between financial and non financial incentives.

(4 x 10 = 40 marks)**Part C****Answer any two questions****Each question carries 15 marks**

12. What kinds of organizational changes have resulted from increased international competition and how has the HRM helped achieve those changes?
13. Compare and contrast the conventional and modern performance appraisal systems.
14. What needs to be given importance for promotions- Merit or seniority. Justify your answer.

(2 x 15= 30 marks)
