



**K24P 3865**

**Reg. No. : .....**

**Name : .....**



**I Semester M.Com. Degree (C.B.C.S.S. – OBE – Reg./Supple./Imp.)  
Examination, October 2024  
(2023 Admission Onwards)**

**CMCOM01C03 : HUMAN RESOURCE MANAGEMENT**

**Time : 3 Hours**

**Max. Marks : 60**

**SECTION – A**

**Answer any five questions. Each question carries three marks. (5×3=15)**

1. Write a short note on Strategic Human Resource Management.
2. Why Career management is important ?
3. State any five objectives of Industrial Relations.
4. Briefly explain operational, tactical and strategic HRIS systems
5. 'Mentoring is a partnership where an experienced individual, the mentor, guides and supports the personal or professional growth of a less experienced person, the mentee.' Do you agree ?
6. What do you mean by knowledge resources ?

**SECTION – B**

**Answer any three questions. Each question carries five marks. (3×5=15)**

7. Explain the drivers of employee engagement in a business organisation.
8. Analyse the role and relevance of trade unions in the contemporary world.
9. Explain major objectives of Human Resource Development.

**P.T.O.**



10. Compare and contrast domestic and international Human Resource Management.
11. Examine the significance of an effective employee grievance redressal mechanism in maintaining healthy industrial relations.

SECTION – C

Answer **any three** questions. **Each** question carries **ten** marks. (3×10=30)

12. Discuss the characteristics and scope of Strategic Human Resource Management (SHRM).
13. How does effective training contribute to employee performance and overall business success ? Explain.
14. Discuss the role of legislation, negotiation, and conflict resolution strategies in preventing and addressing industrial disputes.
15. Analyse the concept of Quality of Work Life (QWL) and its impact on employee satisfaction and organizational productivity.
16. Critically examine the scope of Human Resource Management (HRM) in modern organizations.

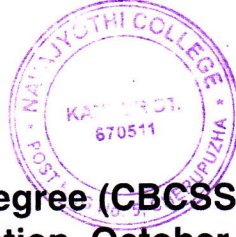




**K23P 3065**

Reg. No. : .....

Name : .....



**I Semester M.Com. Degree (CBCSS – OBE – Regular)  
Examination, October 2023  
(2023 Admission)**

**CMCOM01C03 : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

Max. Marks : 60

**SECTION – A**

Answer **any five** questions. **Each** question carries **three** marks. **(5×3=15)**

1. What is VRIO framework ?
2. What is HRD ? Mention its objectives.
3. What is IR ? Who are the participants in an IR ?
4. What are the principles of Quality of Work Life ?
5. What is meant by Knowledge Management and Talent management ? Give any two significance of each.
6. What is Employee Discipline and what are the types of employee discipline ?

**SECTION – B**

Answer **any three** questions. **Each** question carries **five** marks. **(3×5=15)**

7. What is Grievance ? What are its causes ? Mention the methods by which grievances can be uncovered in an organization.
8. Explain the scope of HR Audit.
9. What is HR Analytics ? Explain the types of HR Analytics.
10. What is Career Management ? Explain the process involved in Career management.
11. Differentiate between Strategic HRM and Conventional HRM.

P.T.O.



SECTION – C

Answer **any three** questions. **Each** question carries **ten** marks. **(3×10=30)**

12. What is Employee Engagement ? Explain the drivers of employee engagement.
  13. Briefly explain the causes of Industrial Disputes.
  14. Explain the scope of Strategic Human Resource Management and the barriers faced by it in an organizational context.
  15. Explain HRD and its mechanism.
  16. Explain the difference between International Human Resource Management (IHRM) and Domestic Human Resource Management (DHRM)
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