

Reg. No.:



W6875

Name:

University of Kerala

Third Semester FYUGP Degree Examination, November 2025

Discipline Specific Core Course

MANAGEMENT

UK3DSCMGT201 - Human Resources Management

Academic Level: 200-299

2024 Admission

Time: 2 Hours(120 Mins)

Max. Marks: 56

**Part A.6 Marks:Time 5 Minutes.(Cognitive Level :Remember(RE)/Understand(UN)) Objective Type.1 mark each,
Answer all questions**

Qn No.	Question	CL	CO
1	Identify the term for compensation given to employees based on performance Options : A) Salary B) Incentive C) Allowance D)Pension	RE	4
2	1.HRM stands for _____. Options : A)Human resource development B)Recruitment and selection C)Training and development D)Human resource management	RE	1
3	 HR function evaluates an employee's work performance Options : A) Job design B) Induction training C) Performance appraisal D) Profit sharing	UN	4
4	Primary goal of HRM is	UN	1

Qn No.	Question	CL	CO
	Options : A)To maximize profit B)To satisfy customers C)To manage employees effectively D) To develop organization strategies		
5	Identify HRM is a part of Options : A)Engineering B)Operations C)Management D)Production	UN	1
6	Discover the methodology to evaluate various elements of HRD. Options : A) HRD Audit B) HRD Systems C) HRD Structures D) HR Planning	UN	2

Part B.10 Marks.Time:20 Minutes (Cognitive Level:Understand(UN)/Apply(AP))Two-three sentences.2 marks each.Answer all questions

Qn No.	Question	CL	CO
7	Differentiate between promotion from transfer.	UN	2
8	Describe the process of performance appraisal	UN	4
9	Execute an effective employee selection process to ensure the right person is placed in the right job.	AP	3
10	Suggest two suitable training methods for newly appointed software engineers and justify your choice.	AP	3
11	Apply wage theories to suggest a fair compensation plan for factory workers	AP	4

Part C.16 Marks.Time:35 Minutes.(Cognitive Level :Apply(AP)/Analyse(AN))Short Answer.4 marks each, Answer all 4 questions,choosing among options * within each question

Qn No.	Question	CL	CO
12	A) Chart the process of Job Analysis and its significance in HR planning. OR B) Articulate how incentive wage plan can boost employee Morale and productivity	AP	2, 4

Qn No.	Question	CL	CO
13	A) Demonstrate the evolution of Human Resource Management as a functional area of management. OR B) An insurance company observes that its call center agents have high product knowledge but struggle with customer negotiation and conflict resolution. Suggest two specific On-the-Job Training (OJT) methods that would be most effective for developing these 'soft skills,' and briefly explain their suitability.	AP	1, 3
14	A) Compare the key differences between on-the-job training and off-the-job training. In what situations would each method be more effective? OR B) A firm transfers employees across departments frequently. Analyze the impact of transfer policies on employee performance and satisfaction.	AN	3, 2
15	A) Correlate monetary and non-monetary rewards. OR B) Appraise the significance of HRM in the present globalized environment	AN	4, 1

Part D.24 Marks.Time: 60 Minutes.(Cognitive Level :Analyse(AN)/Evaluate(EV)/Create(CR)) Long Answer 6 Marks each.Answer all 4 questions choosing among options * within each question

Qn No.	Question	CL	CO
16	A) Analyse the challenges organizations face in implementing effective training programme	AN	3, 2

Qn No.	Question	CL	CO
	OR B) Analyse the role and functions of HRP in the growth of a service industry.		
17	A) Assess the impact of compensation and incentive systems on employee motivation. OR B) Evaluate steps in recruitment process in an organization.	EV	4, 2
18	A) Evaluate the effectiveness of technology integration in HR training and development. OR B) Appraise the objectives of human resource management.	EV	3, 1
19	A) You are the HR manager of an IT Company. A vacancy exists for a software developer . Create the steps for selecting most suitable candidate for this position OR B) Assemble the different approaches to HRM ,such as the soft and hard approaches.	CR	4, 1