

Reg. No.:



W7046

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	The evolution of HRM can be traced from which of the following movements Options : A)Industrial Revolution B)Human Relations Movement C)Scientific Management D)All of the above	RE	1
2	Discover the main Resource managed under HRM. Options : A)Financial Resources B)Human Resources C)Material Resources D)Technological Resources	RE	1
3	Cite the aim of occupational health and safety programs Options : A) Reduce workplace accidents B)Promote employee well-being C) Ensure compliance with laws D) All of the above	UN	4
4	Which of these is <i>not</i> within the scope of HRM? Options : A)Recruitment B)Performance appraisal C)Financial auditing D)Compensation management	UN	1
5	Discuss which of the following is not a method of performance appraisals Options : A)Rating scale B)360-degree feedback C)Brainstorming D)Critical incident method	UN	2
6	Employees struggle with new software. Which training method suits best	UN	3

Qn No.	Question	CL	CO
	Options : A)Classroom lecture B)On-the-job based training C)Job rotation D)Apprenticeship		

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	Explain the scope of HRM.	UN	1
8	Explain any two differences between Management development and employees training.	UN	3
9	A company pays workers extra for producing more than the target quantity. Identify the financial incentive used and explain its purpose.	AP	3
10	Describe the process of performance appraisal used in organisations.	AP	3
11	Demonstrate how the role of HR manager differ in small firms compared to large organization	AP	1

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) "The sales department of a company is experiencing high employee turnover. Apply the recruitment process to suggest steps the HR manager should take to hire suitable candidates and reduce turnover." OR B) An organization is facing high employee turnover due to competitive salaries offered by rival companies. Administer a compensation strategy to retain top talent.	AP	2, 4
13	A) Compute how effective HRM practices can improve the overall productivity of an organization .Support your answer with examples	AP	1, 3

Qn No.	Question	CL	CO
	OR B) Chart the key steps in the employee Selection process.		
14	A) Detect the steps in Training Process OR B) Compare simulation-based training and job rotation as methods for managerial skill development	AN	3, 3
15	A) Analyze the role of compensation in employee satisfaction. OR B) Classify the functions of Human Resource Management into managerial and operative categories, and analyze their interrelationships.	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) Classify the different training methods OR B) Examine the evolution of HRM as a specialized function in management with examples.	AN	3, 1
17	A) Evaluate the effectiveness of modern appraisal methods. OR B) Compare and contrast Job analysis and Job description	EV	4, 2

Qn No.	Question	CL	CO
18	A) Evaluate the impact of effective training programs on organizational productivity and growth OR B) Evaluate how fringe benefits influence employee morale?	EV	3, 4
19	A) Collect the key arguments supporting the inclusion of discipline, occupational health and safety within the HRM? OR B) Compose the role of wage theories and systems in determining employee productivity?.	CR	4, 4