

Reg. No.:



Name:

University of Kerala

W6707

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 main objective of HRM Options : A) Maximise profit B) Hire as many employees as possible C)Ensure effective and efficient use of human talent D)Minimise employee interaction	RE	1
2	Label the HRM approach that views employees as valuable assets who contribute to achieving competitive advantage. Options : A) Hard HRM B)Soft HRM C)Traditional HRM D)Mechanic HRM	RE	1
3	Which among the following is NOT an On-the-Job training method? Options : A)Job rotation B)Apprenticeship C)Coaching D)Classroom training	UN	3
4	Associate the use of " Promotion and Transfers" with which source of recruitment? Options : A)External source B)Internal source C)Contractual source D)Informal source	UN	2
5	Which approach focuses on treating employees as assets rather than costs? Options : A)a) Classical approach	UN	1

Qn No.	Question	CL	CO
	B) b) Behavioural approach C)c) Strategic HRM D) d) None of the above		
6	cite the modern method of performance appraisal Options : A)Ranking method B)Paired comparison C)360-degree appraisal D)Graphic rating scale	UN	4

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	Distinguish between job description and job specification	UN	2
8	Describe the major stages in the evolution of HRM	UN	1
9	Apply the concept of employee training to address skill gaps in an organization	AP	3
10	Articulate how employee morale is important to an organization.	AP	4
11	When a firm align employee goals with organizational objectives, which HRM approach is being applied.	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) Collect the various factors affecting Human resource planning OR B) demonstrate the role of HR managers in handling workplace challenges.	AP	2, 1
13	A) Articulate the process of conducting job analysis OR B) Chart the methods of development suitable for HR executives for a manufacturing company	AP	3, 3
14	A) Evaluate the role of promotion and transfer in employee development and retention. OR B) Compare the Internal and External sources of recruitment.	AN	3, 4
15	A)	AN	4, 1

Qn No.	Question	CL	CO
	<p>Discuss the major challenges faced by HR managers in modern organizations.</p> <p>OR</p> <p>B)</p> <p>Categorise HRM approaches into traditional and modern methods</p>		

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	<p>A)</p> <p>Contrast the relationship between the nature of a job and the type of selection test most suitable for assessing candidates.</p> <p>OR</p> <p>B)</p> <p>Analyse the various functions of HRM</p>	AN	3, 1
17	<p>A)</p> <p>Evaluate the effectiveness of technology integration in training development</p> <p>OR</p> <p>B)</p> <p>Critically evaluate the selection process of a company you are familiar with. What improvements would you suggest to enhance fairness and effectiveness?</p>	EV	3, 2
18	<p>A)</p> <p>Evaluate the effectiveness of mentoring and coaching as methods of employee development.</p> <p>OR</p> <p>B)</p> <p>Evaluate how continuous learning culture influences organizational success.</p>	EV	3, 1
19	<p>A)</p> <p>Design employee performance appraisal system for a small enterprise</p> <p>OR</p> <p>B)</p> <p>Design a simple training and development program for newly recruited employees in a customer service department.</p>	CR	4, 3