

**K21P 1031**

Reg. No. : .....

Name : .....

**III Semester M.Com. Degree (CBSS – Reg./Suppl./Imp.)**  
**Examination, October 2021**  
**(2018 Admission Onwards)**  
**COM3C15 : HUMAN RESOURCE MANAGEMENT**

Time : 3 Hours

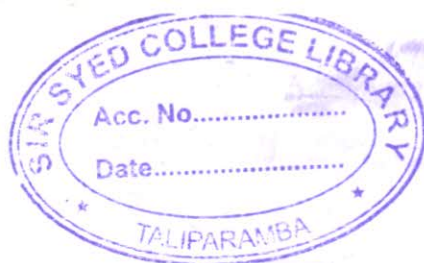
Max. Marks : 60

**SECTION – A**

**Each** question carries **1** mark for Part **(a)**, **3** marks for Part **(b)** and **5** marks for Part **(c)**.

1. a) Define Performance Appraisal.  
b) Explain HR Planning Process.  
c) Describe the methods and techniques of Performance Appraisal.
2. a) Define Training.  
b) Explain Training Process  
c) Describe organisation and planning of Training Function.
3. a) Define Training Climate  
b) Explain developing training modules.  
c) Describe different kinds of Technical Training.
4. a) Define Grievance.  
b) Explain the causes of Grievance.  
c) Describe the Procedure of Grievance Handling.
5. a) Define HR Outsourcing.  
b) What are the legal requirements of HR Outsourcing ?  
c) Explain the liabilities of Contractors and Companies with respect to HR Outsourcing ?

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6. a) Define Group Dynamics.  
b) What are the objectives of H Records ?  
c) Describe the methods of HR Audit.

(4×9=36)

SECTION – B

Answer the following questions. **Each** question carries **12** marks.

7. a) Explain the importance of Group Dynamics.

OR

- b) Explain the facilities and training aids in your organisation.

8. a) Explain Training Needs Assessment.

OR

- b) Discuss the emerging issues in HRM.

(2×12=24)

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