



**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)

