



DCBD401

Reg. No.

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IV Semester B.Com. (BDA) Degree Examination, June/July - 2025

COMMERCE

Human Resources Management

(NEP Scheme F+R 2022-23 Onwards)

Paper : 4.1

Time : 2½ Hours

Maximum Marks : 60

*Instructions to Candidates:*

Answers should be written in English only.

**SECTION - A**

I. Answer any **Five** of the following sub questions. Each sub question carries **2** marks.

(5×2=10)

1. a) Define Human Resource Management.
- b) What is Job Enrichment?
- c) Give the meaning of Recruitment.
- d) Mention the forms of Compensation.
- e) What is Transfer?
- f) Mention any two uses of Performance Appraisal.
- g) What is psychological contract?

**SECTION - B**

II. Answer any **Four** of the following questions. Each question carries **5** marks. (4×5=20)

2. Explain the difference between HRM and Personnel Management.
3. Explain the objectives of Induction.
4. Analyse the basis for Promotion.
5. Mention the features of Psychological Contract.
6. What are the uses of Job Analysis?

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(2)

DCBD401

**SECTION - C**

**III.** Answer any **Two** of the following questions. Each question carries **12** marks. **(2×12=24)**

7. Discuss in detail the steps in Selection Process.
8. What is Training? Explain the methods of Training and Development.
9. Explain in detail the process of Performance Appraisal.

**SECTION - D**

**IV.** Answer any **One** of the following questions. Which question carries **6** marks. **(1×6=6)**

10. Discuss any two Employees Engagement Model.
11. Analysis is the components of pay structure based on the CTC sent by Corporate institute for the various jobs of different sectors.

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