D.K.M.COLLEGE FOR WOMEN (AUTONOMOUS)-VELLORE
15CPS6D-HUMAN RESOURCE MANAGEMENT (III B.SC PSYCHOLOGY)
QUESTION BANK

UNIT-I   INTRODUCTION TO HRM

SECTION-A   2 Marks

1. Define HRM
2. Differentiate personnel management and human resource management
3. What are the three objectives of HRM?

SECTION-B   5 Marks

1. Explain the evolution and objectives of HRM
2. Discuss the scope of HRM.
3. What are the various functions of HRM?

SECTION-C   10 Marks

1. Explain the functions of HRM.
2. What is the challenges and changing trends in HRM?
3. Explain the role of HRM in the organization.

UNIT-II   HUMAN RESOURCE PLANNING (HRP)

SECTION-A   2 Marks

1. Define HRP
2. What is short term HRP?
3. What is long term HRP?
4. Write any two objectives of HRP.
5. What is HR demand forecast?
6. What is work study technique
7. What is Delphi technique
8. What is HR supply forecast?
9. Define recruitment
10. Define interview
11. Name the types of interview.
12. What is job analysis?
13. What is job description?

14. What is job specification?

15. Differentiate job description from specification.

16. What is employee referral?

17. What are different methods of recruitment?

18. Define selection.

19. Differentiate recruitment from selection

20. What is personality test?

21. What is intelligent test?

22. What is projective test? Name few projective tests.

SECTION-B   5 Marks

1. Write a note on short term HRP.

2. Write a note on long term HRP

3. What are the different types of interview?

4. Write a note on job description and specification.

5. What are the factors affecting recruitment

6. What is recruitment process?

SECTION-C   10 Marks

1. Elaborate HR planning process.

2. What are the various sources of recruitment?

3. Write the steps involved in selection process.

UNIT-III   TRAINING AND DEVELOPMENT

SECTION-A   2 Marks

1. Define training

2. What are the three analysis of TNA?

3. Who is an underperformer?

4. Who is a start performer?

5. Define multiskllikng

6. Define vestibule training

7. What is role play?

8. What is coaching and mentoring?

9. What is apprenticeship training?

10. What is HR process reengineering?

<div align="center">**SECTION-B**   **5 Marks**</div>

1. What is the importance of training?
2. Write a note on training effectiveness.
3. What are the steps involved in designing training courses?
4. Explain HR process reengineering.
5. Write a note on star performer
6. Write a note on underperformer.

<div align="center">**SECTION-C**   **10 Marks**</div>

1. What are the various methods of training?

<div align="center">**UNIT-IV**   **PERFORMANCE ASSESSMENT**</div>

<div align="center">**SECTION-A**   **2 Marks**</div>

1. What is performance appraisal?
2. What is performance evaluation system
3. What is the difference between PMS and PAS?
4. What is MBO?
5. What is 360 degree feedback?
6. What's assessment centre?
7. Expand and explain BARS
8. What is checklist method?
9. What is forced choice and distribution method?

<div align="center">**SECTION-B**   **5 Marks**</div>

1. What are the stages of performance evaluation?
2. Write a note on performance evaluation system
3. How reward is linked with performance?

<div align="center">**SECTION-C**   **10 Marks**</div>

1. Explain the traditional methods of performance appraisal
2. Explain the modern methods of performance appraisal.

<div align="center">**UNIT-V**   **COMPENSATION BENEFITS**</div>

<div align="center">**SECTION-A**   **2 Marks**</div>

1. Define compensation

2. What is guaranteed pay?
3. What is variable pay?
4. What are the two types of productivity based pay?
5. What is merit pay?

SECTION-B   5 Marks

Write a note on

1. Productivity based pay
2. Performance based pay
3. Role of performance in employee retention
4. Role of performance in career progression
5. Provident fund and its calculation.

SECTION-C   10 Marks

1. What are the basic components of employee compensation?

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