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| **ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27** | | | | | | |
| **B.com - IV SEMESTER** | | | | | | |
| **SEMESTER EXAMINATION: APRIL 2019** | | | | | | |
| **BC 4416 – Human Resource Management** | | | | | | |
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| **Time- 1 1/2 hrs** | |  | **Max Marks-35** | | |  |

**Section A**

I. Answer any **five** questions. Each question carries **1 mark. 5x1=5**

1. Mention the importance of HRM.
2. What is Job specification?
3. Define selection.
4. What is compensation management?
5. What is HR forecasting?
6. What is head hunting?
7. What is mentoring?

**Section B**

II. Answer any **one** question carrying **5 marks. 1x5=5**

1. Briefly explain the need for HRD.
2. Explain the external sources of recruitment.

**Section C**

III. Answer any **one** question carrying **10 marks. 1x10=10**

1. Explain the various performance appraisal methods used by HR department for its employees.
2. "A good manager is a man who isn't worried about his own career but rather the careers of those who work for him."--H.S.M. Burns. Discuss and justify the statement.

**Section D**

IV. Answer the following **COMPULSORY** question carrying **15 marks.**  **1x15=15**

1. The recruitment and selection process refers to where organisations use various methods in order to generate a pool of candidates that are suited to the job at hand and align with the organisations goals. With technology being used and relied on by many in the business world, it is important that organisations stay relevant by implementing both web-based applications methods and scientific tests to attract the best possible people for the job. These both have their benefits and negatives when used in the recruitment and selection process, but with some modifications, they would further aid organisations to attract the best possible employees to fit into the job.

The key concept of a recruitment and section process is to create a talent pool of applicants that are well suited for the job available. There are several reasons why they are beneficial to include into a recruitment and selection process. Firstly, Chapman and Webster (2003, pp. 113-120) reveals that electronic systems generate a higher quantity of applicants, with research by McManus and Ferguson (2003, pp. 175-183) reinforcing this and explaining that more educated and computer literate are likely to use electronic systems which is more suited for higher positioned jobs (Stone, 2013, pp.51).

* + 1. Why do you think Chapman and Webster are revealing that “electronic systems generate higher quantity of applicants”? (5 marks)
    2. Explain the selection process done by the HR department in an organization.

(10 marks)