K25P 3516

Reg. No. : .....

Name : .....

I Semester M.Com. Degree (C.B.C.S.S. – OBE – Reg./Supple./Imp.) Examination, October 2025
(2023 Admission Onwards)
CMCOM01C03 : HUMAN RESOURCE MANAGEMENT

Time : 3 Hours Max. Marks : 60

SECTION – A

Answer **any five** questions in this Section. **Each** carries **3** marks.

1. Lay out the key differences between Strategic HRM and Conventional HRM.
2. "Competency Mapping is the key to Career Management." Illustrate.
3. Define SHRM. Mention its salient characteristics.
4. Differentiate between Mentoring and Coaching as an HRD Strategy.
5. "HR Analytics support better decision-making." How ?
6. Apply the essence of the "Hot Stove Rule" in handling employee misconduct at the workplace. **(5×3=15)**

SECTION – B

Answer **any three** questions in this Section. **Each** carries **5** marks.

7. "Knowledge is the new competitive currency." In reference to this statement, outline the importance of Knowledge Management.
8. Define Human Resource Information System. How does HRIS add value to an organisation ?
9. "Training is not an expense, but an investment in human capital." Do you agree ? Justify the nature and importance of training.

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10. Evaluate the effectiveness of management games in developing leadership skills.

11. "Talent is not by nature, but by nurture." How does this apply in the context of the Talent Management process ? **(3×5=15)**

SECTION – C

Answer **any three** questions in this Section. **Each** carries **10** marks.

12. Elucidate in detail the objectives, significance and scope of HR Audit.

13. Suggest suitable Quality of Work Life initiatives that can reduce grievances and improve employee engagement.

14. Evaluate in depth the contemporary issues and barriers to implementing SHRM. Support with examples.

15. Compare Domestic HRM with International HRM. Explain the factors influencing the global HRM.

16. "AI is reshaping the HR function." In view of this statement, describe the benefits and limitations of AI in HR with recent examples. **(3×10=30)**

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