

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai - 600 044.

B.Com. CA - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - VI

**21UC CET6003 - Human Resource Management**

Total Duration : 2 Hrs.30 Mins.

Total Marks : 60

**Section B**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Discuss the nature and scope of Human Resource Management (HRM).
2. Give the importance of Human Resource Planning.
3. Explain the impact of performance appraisal systems on employee motivation and organizational effectiveness.
4. Analyze how identifying training needs can influence the development of a training program.
5. Describe the role of incentives and benefits in employee compensation packages.
6. Analyze the relationship between fixed and flexible pay components.
7. Apply the concept of Human Resource Accounting to demonstrate how it can be used to evaluate the value of an organization's workforce.
8. Assess the role of HR professionals in implementing effective CSR initiatives that align with organizational goals.

**Section C**

Answer any **THREE** questions ( $3 \times 10 = 30$  Marks)

9. Elaborate how different selection methods can be used to improve the effectiveness of hiring decisions in a competitive job market.
10. Explain the relationship between training and development programs and career advancement opportunities within an organization.
11. Elucidate the challenges and opportunities faced by organizations in designing competitive compensation packages in the current job market.
12. Analyze the limitations of Human Resource Accounting and how these limitations affect its application in organizational decision-making.
13. Critically evaluate the effectiveness of CSR practices towards employees and workers in enhancing workplace culture and employee satisfaction.

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