



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION **AUTONOMOUS**

NAAC A GRADE • AFFILIATED TO BANGALORE UNIVERSITY • AICTE APPROVED • 2(F) & 12 (B) RECOGNITION OF UGC • ISO 9001:2015 CERTIFIED
Electronics City P.O., Bengaluru - 560 100, Karnataka, INDIA ☎ (+91) 8088140679 ✉ pro@sfscollege.in 🌐 www.sfscollege.in

END SEMESTER EXAMINATION – APRIL/MAY 2026

COMMERCE - II SEMESTER B.COM (Repeaters)

24BCO25A: HUMAN CAPITAL MANAGEMENT

Time: 3 Hours

Max. Marks: 80

Instruction: Answer should be written completely in English

SECTION – A

1. Answer any **SEVEN** questions. Each question carries **TWO** marks. (7X2=14)
- Define Human Capital Management.
 - What do you mean by employee engagement?
 - Define job specification.
 - What is the meaning of induction?
 - What is promotion?
 - What is the role of technology in HRM?
 - Define informal organization?
 - Define the term demotion?
 - What are discriminatory practices?
 - What is the impact of unfair recruitment practices?

SECTION – B

- Answer any **THREE** questions. Each question carries **EIGHT** marks. (3X8=24)
- Discuss the importance of human resources in modern organizations.
 - Differentiate between internal and external sources of recruitment.
 - Discuss the importance of feedback in performance evaluation.
 - Discuss formal and informal organization structures.
 - Describe the role of ethics in HRM.

SECTION – C

- Answer any **THREE** questions. Each question carries **FOURTEEN** marks. (3X14=42)
- What are the major challenges faced in sourcing right candidates?
 - Evaluate the advantages and limitations of internal and external recruitment.
 - Explain in detail the methods of performance evaluation.
 - Explain the consequences of unfair recruitment and communication.
 - Elaborate on ethical issues in HRM with real-world examples

