



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION **AUTONOMOUS**

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END SEMESTER EXAMINATION - MAY 2025

COMMERCE - II SEMESTER BCOM

24BC025A: 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.
- Define selection process.
- What is succession planning?
- What is talent management?
- Define the term demotion.
- What is voluntary redundancy?
- State the meaning of outsourcing.
- Define informal organization.
- Define unfair compensation.
- What is the impact of unfair recruitment practices?

SECTION-B

Answer any **THREE** questions. Each question carries **EIGHT** marks. (3X8=24)

- Describe the role of HR managers in today's business environment.
- Explain the dynamics of employee-management relationship.
- Discuss the importance of feedback in performance evaluation.
- Compare mechanistic and adaptive structures.
- Explain unethical employee benefit practices.

SECTION-C

Answer any **THREE** questions. Each question carries **FOURTEEN** marks. (3X14=42)

- Discuss the major challenges faced in sourcing right candidates.
- Explain job analysis, job description and job specification with examples.
- Elaborate on compensation plan, reward system and motivation.
- Compare and contrast world and Japanese management styles.
- Discuss unethical practices in compensation and benefits.

