



ST. FRANCIS DE SALES COLLEGE

A FRANSALIAN INSTITUTE OF HIGHER EDUCATION **AUTONOMOUS**

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END SEMESTER EXAMINATION – APRIL/MAY 2026

COMMERCE – II SEMESTER B.COM

25BCO25: HUMAN RESOURCE 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)
- Give the meaning of SHRM.
 - Mention any 2 HR procedures.
 - Give the meaning of Job description.
 - Mention any 2 roles of AI in workforce planning.
 - Mention any two Equal Employment Opportunity Acts in USA.
 - Explain any one modern tool of selection with example.
 - State any two objectives of Training.
 - Give two examples of Off-the-Job Training methods.
 - Define the Gig Economy.
 - What are Employee Analytics?

SECTION – B

- Answer any **THREE** questions. Each question carries **EIGHT** marks. (3X8=24)
- Explain the challenges faced in Human Resource Planning in modern organizations
 - What is EEO? Mention its legal aspects.
 - Differentiate between Traditional and Modern Appraisal Techniques.
 - Explain the demand forecasting techniques in Job analysis.
 - Briefly explain the objectives of HRM.

SECTION – C

- Answer any **THREE** questions. Each question carries **FOURTEEN** marks. (3X14=42)
- Analyse the various functions of HRM in achieving organisational goals.
 - What is Selection? Write down the Process of Selection.
 - What is Recruitment and selection? Mention the difference between the two.
 - Discuss in detail the various methods of Training with suitable examples.
 - Explain Ethical issues in HRM.

