

4/H-76 (xi) (b) (Syllabus-2019)

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(May/June)

COMMERCE

(Honours)

(Human Resource Management)

(BC-404)

(Under Revised Syllabus)

Marks : 75

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. (a) Identify the skills required to be an effective HR Manager. 10
- (b) Differentiate between HRM and HRD. 5

Or

- (a) "Human Resources can be an asset or liability." Do you agree with the statement? Justify your answer with suitable examples. 8

(2)

- (b) Highlight the evolution of the concept 'HRM'. 7
2. (a) What do you understand by Job Analysis? Explain its relationship with HRM. 3+7=10
- (b) "Induction and placement are one and the same thing." Comment. 5
- Or
- What are the two broad sources of recruitment? Elucidate their relative merits and demerits. 5+10=15
3. (a) What do you mean by training? As an HR Manager, which training technique would you use to train a factory floor worker? Give reasons. 3+7=10
- (b) Differentiate between training and development. 5
- Or
- (a) What do you understand by training process outsourcing (TPO)? Briefly explain the advantages of TPO to an organization. 3+5=8
- (b) Highlight the barriers to effective training. 7

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(Continued)

(3)

4. (a) Define the following terms : 3×3=9
- (i) Job Rotation
- (ii) Job Transfer
- (iii) Job Promotion
- (b) What purpose do promotions serve with respect to effective HRM in an organization? 6
- Or
- (a) Explain the objectives of compensation. 8
- (b) Enumerate the factors which affect compensation decisions of a large enterprise. 7
5. (a) What do you mean by 'grievance'? What are the causes of employee grievance in an organization? 3+6=9
- (b) What measures can be taken to reduce or prevent industrial disputes? 6
- Or
- Write short notes on the following : 5×3=15
- (a) Social Security
- (b) Human Resources Information System (HRIS)
- (c) Quality of Work Life

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