

**2 0 2 1**

( July )

**COMMERCE**

( Honours )

**( Human Resource Management )**

( BC-404 )

Marks : 75

Time : 3 hours

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

1. (a) Explain the operative functions of HRM. 7
- (b) State the qualities of a successful HR Manager. 8

*Or*

- (a) Explain how Human Resource is regarded as an Asset as well as a liability. 8
- (b) Briefly describe the organization of HR department. 7

2. (a) Define Human Resource Planning. 3
- (b) What are the steps involved in the process of Human Resource Planning? 12

*Or*

- (a) Explain the steps followed in the Process of Recruiting. 8
- (b) Why is induction important for a new employee? 7
3. (a) Explain the significance of employee training. 5
- (b) Discuss in brief the different types of on-the-job training method. 10

*Or*

- (a) Why should an organization consider career development for an employee? 8
- (b) Write a note on the management development system. 7
4. (a) Briefly explain the objectives of performance appraisal in an organization. 8
- (b) Explain the different forms of fringe benefits. 7

( 3 )

*Or*

- (a) Explain critically the factors influencing the wages and salary administration. 8
- (b) What are the main objectives of promotion? 7
5. (a) Explain the merits and limitations of employee welfare schemes. 8
- (b) Explain the features of social security. 7

*Or*

Write notes on the following : 5×3=15

- (a) Downsizing
- (b) VRS
- (c) Employee Empowerment

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