

4/H-76 (xi) (b) (Syllabus-2015)

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(May/June)

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) What do you mean by 'human resource management' as a concept? 2
- (b) Why is HRM essential for an organization? 6
- (c) Describe the various functions of human resource management. 7

Or

- (a) Describe the scope of human resource management. 7½
- (b) Write a detailed note on the organization of HR department. 7½

(2)

2. (a) Define human resource planning. 3
(b) What are the various factors that determine the quantitative and qualitative dimensions of HR planning? 7
(c) How is job description different from job specification? 5

Or

- (a) Define recruitment. 2
(b) Discuss the various sources of recruitment. 8
(c) Are 'tests' essential for selecting an employee? Explain. 5

3. (a) What do you mean by training? 2
(b) Explain the various steps in a training programme. 7
(c) How can training be made more effective? 6

Or

- (a) Explain the objectives of executive development. 7½
(b) Discuss the various stages of career development. 7½

(3)

4. (a) What is performance appraisal? 2
(b) Briefly discuss the various methods of performance appraisal. 7
(c) How is performance linked to compensation? 6

Or

- (a) What do you understand by wage and salary administration? 5
(b) Discuss the various methods of wage payment along with its merits. 10

5. (a) What is social security? 2
(b) Explain the scope of social security. 6
(c) What are the provisions provided by the government (The Factories Act) towards health of the employees? 7

Or

Write short notes on any *three* of the following : 5×3=15

- (a) Quality of work life
(b) Employee empowerment
(c) Employee welfare
(d) Exit and retrenchment

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