

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

2 0 1 9

(April)

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 evolution of HRM. 10

(b) State the major objectives of HRM. 5

Or

(a) How is HRM different from Human Resource Development? 7

(b) What are the different skills that an HR Manager is expected to possess? 8

(2)

2. (a) "Human Resource Planning is a precondition for efficient management of human resources." Elucidate. 8

(b) What are the main features of job analysis? 7

Or

(a) Explain the process of selection. 10

(b) Write a note on placement of employees. 5

3. (a) Explain the importance of training as a tool to achieve strategic goals. 10

(b) What are the necessary conditions for an effective training programme? 5

Or

Write notes on the following : $7\frac{1}{2}+7\frac{1}{2}=15$

(a) Management development system

(b) Career path and development

4. (a) Briefly explain the objectives of performance appraisal. 7

(b) Explain any two techniques of performance appraisal. 8

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(Continued)

(3)

Or

(a) State the merits and demerits of job evaluation. $5+5=10$

(b) Describe the Halsey incentive plan with numerical examples. 5

5. (a) "All human resource functions shall be irrelevant in the absence of a sound grievance redressal system." Comment. 7

(b) What measures have been taken to address employee's health and safety in an organization? 8

Or

Write notes on any two of the following : $7\frac{1}{2}\times 2=15$

(a) Features of Employee Empowerment

(b) HR Information System

(c) VRS

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