

4/H—76 (xi) (b) (Syllabus-2015)

2 0 1 8

(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) State the functions of Human Resource Management. 7
- (b) "Human Resource Management is an improvement over Personnel Management." Elucidate this statement. 8
- Or*
- (a) State the major objectives of HRM. 5
- (b) Do you consider Human Resource of an organization as an asset or a liability? Justify your answer. 10

(2)

2. (a) Explain the process of recruitment. 10
(b) State the importance of external sources of recruitment. 5
Or
(a) What are the various factors influencing Human Resource Planning? 10
(b) State the barriers to an effective HR Planning process. 5
3. (a) Discuss the various steps involved in Employee Training Process. 8
(b) As an HR Manager, how would you identify training needs in your organization? 7
Or
(a) How would you design a training programme for your non-executives in the marketing department as a preparation for computerisation? 8
(b) "For training to be effective, evaluation is essential." Explain. 7
4. (a) What are the objectives of performance appraisal? 5
(b) Discuss the role of performance evaluation system in an organization. 10

(3)

- Or
(a) What do you understand by fair compensation? 5
(b) Do you agree that the rewards should be directly linked to the productivity of an employee? Justify your answer. 10
5. (a) What is social security? 5
(b) Write a detailed note on quality of work life. 10

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

- (a) Downsizing
(b) Workforce diversity
(c) Employee empowerment
