

**Vidya Vikas Mandal's**  
**Shree Damodar College of Commerce & Economics, Margao**  
**M.Com, Semester-II, Semester End Examination, June 2022**  
**COC221: Human Resource Management(OA-18A)**

Duration: 3 hours

Max. Marks 60

**Instructions:**

1. This paper consists of **Nine** Questions carrying **Equal** marks.
2. Question No.1 consists of **5 Compulsory** Questions of **2 Marks Each**.
3. Answer any **5** questions from Question **2,3,4,5,6,7,8 and 9**.
4. **Each** question carries **10** marks. Figures to the **right** indicate marks.

Q.1) Answer the following:

(5x2=10)

- (a) Explain 'Work Life Balance' as an important component of HRM
- (b) Job enrichment vs. job enlargement
- (c) Benefits of an Induction Programme
- (d) Methods of executive development
- (e) Components of performance measurement

Q.2) Discuss the concept of international human resource management (IHRM) and highlight the global human resource managerial challenges faced by the recruiters. (10)

Q.3) As a result of globalization and liberalization, HRM has acquired a strategic importance in organizations. With respect to this statement identify and discuss the major forces influencing HRM in future. In your answer, address how these challenges are likely to affect the practices of HRM. (10)

Q.4) Explain in detail the components of job analysis and discuss the major uses of job analysis. (10)

Q.5)(i) Why should HR planning be integrated with the overall organizational strategic planning process? How can this integration be achieved? (5)

(ii) Explain how organizations can develop accurate HR plans when there are so many rapidly changing environmental factors over which managers have little or no control? (5)

Q.6) FastPay is an Indian mobile wallet company which now wishes to recruit new employees so that it can expand its activities to international markets. They are planning to attract new talent and build employer brand so that they can attract new talent from all over the world. They are looking for professionals who are qualified, ready to work and eager to bring in new innovative products.

Questions: a) Suggest ways to recruiting candidates in FastPay. (5)

b) What are the challenges that FastPay may face while recruiting new entrants? (5)

**Q.7)** Assume that you are the senior HR manager of an insurance company. You need to hire a marketing manager for the company. Design a suitable selection process for the purpose (10)

**Q.8)** A programme of training and development is important as it lends stability and flexibility to an organization, besides contributing to its capacity to grow. Outline the steps involved in a typical training process and also explain how companies can derive competitive advantage from training and development programmes? (10)

**Q.9)** Performance appraisal is an objective assessment of an individual's performance against well-defined benchmarks. Explain how performance appraisal can contribute towards firm's competitive advantage? (10)

\*\*\*\*\*Best of Luck\*\*\*\*\*