

Vidya Vikas Mandal's
Shree Damodar College of Commerce & Economics, Margao-Goa
TY B.Com, Semester-VI (CBCS) Repeat, Semester End Examination Nov 2022
Human Resource Management (COC 112)

Duration: 2hrs**Max Marks: 80****Instructions:**

- i. *All questions are compulsory*
- ii. *Start each question on a fresh page*
- iii. *Answer sub-Questions in question no.1 and question no.2 in not more than 100 words each.*
- iv. *Answer Questions no.3 to Question no.6 in not more than 400 words each.*
- v. *Figures to the right indicate maximum marks*

Q.01. Answer the following in brief. (Any 4) (16 Marks)

- a. Objectives of Human Resource Planning.
- b. Job Description and Job Specification
- c. Business Process Outsourcing
- d. Co-Partnership
- e. Time wage system
- f. Joint Management Councils

Q.02. Write short notes on the following: (Any 4) (16 Marks)

- a. Objectives of Labour welfare.
- b. Problems of Indian Trade Unions.
- c. Causes of Labour absenteeism
- d. Factors responsible for changing environment of Human Resource Management
- e. Challenges before HR manager
- f. Job enlargement and Job Enrichment

Q.03. A) Explain the factors affecting the Job design. (12 Marks)

OR

X) Elaborate on the methods of data collection for Job Analysis. (12 Marks)

Q.04. A) Explain the merits and demerits of Piece wage system. (12 Marks)

OR

X). State and explain the barriers to empowerment. (12 Marks)

Q.05. A) Explain the Functions of Trade Unions. (12Marks)

OR

X) Enumerate on the measures to minimize labour turnover. (12Marks)

Q.06. A) Explain the Individual Incentive Plans. (12 Marks)

OR

X) Explain the Statutory Labour Welfare Programmes in Industries. (12 Marks)