

**Vidya Vikas Mandal's**  
**Shree Damodar College of Commerce & Economics, Margao-Goa**  
**TY B.Com, Semester-VI(OC-66), Semester End Examination, June 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. Importance of Human Resource Management.
  - b. Job Rotation
  - c. Benefits of Scientific selection
  - d. Profit Sharing Scheme
  - e. Barriers to employee empowerment
  - f. Employee stock option plan
- Q.02. Write short notes on the following: (Any 4) (16 Marks)
- a. Objectives of Labour welfare.
  - b. Weaknesses of Indian Trade Unions.
  - c. Measures to minimize labour turnover
  - d. Factors responsible for changing environment of Human Resource Management
  - e. Challenges before HR manager
  - f. Business Process Outsourcing
- Q.03. A) Explain the process of Job Analysis. (12 Marks)
- OR**
- X) Elaborate on the external sources of recruitment. (12 Marks)
- Q.04. A) Explain the essentials of a sound wage system. (12 Marks)
- OR**
- X). Explain the methods of workers participation in management. (12 Marks)
- Q.05. A) Explain the measures for healthy growth of Trade Unions in India. (12Marks)
- OR**
- X) Enumerate on the consequences of Labour absenteeism. (12Marks)
- Q.06. A) Explain the factors determining wage rate. (12 Marks)
- OR**
- X) Explain the Statutory Labour Welfare Programmes in Industries. (12 Marks)