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**T.Y.B.com Semester VI (CBCS) Ordinance  
EXAMINATION APRIL 2023  
Human Resource Management (CC 17)**

[Time: 2 Hours]

[Max. Marks:80]

- Instructions:**
- 1) All questions are **compulsory**, however internal choice is available.
  - 2) Answer sub questions in **Q.1 and Q.2** in not more than **100** words each.
  - 3) Answer **Q.3 to Q.6** in not more than **400** words each.
  - 4) Figures to the **right** indicate marks assigned to the questions.

**Q.1** Write short notes on the following (any four) (4x4=16)

- a) Concept of Job Analysis
- b) Recruitment
- c) Any two methods of Job Design
- d) Employee Empowerment
- e) Any four advantages of Profit Sharing
- f) Concept of Workers Participation Management

**Q.2** Write short notes on the following (any four) (4x4=16)

- a) Employee Branding
- b) Business Process Re-engineering
- c) Any four measures of labour turnover
- d) Role of Human Resource Manager in creating Innovation Culture
- e) Any four functions of Trade Union
- f) Government as labour welfare agency

**Q.3** A. What is Human Resource Planning? Explain any seven objectives. (12)

**OR**

B. Explain the various methods of data collection for Job Analysis. (12)

**Q.4** A. Explain the barriers to Employee Empowerment? (12)

**OR**

B. What is Profit-Sharing Scheme? Explain any seven limitations of Profit Sharing Scheme. (12)

**Q.5** A. Explain the weaknesses of Indian Trade Unions. (12)

**OR**

B. What is Labour Absenteeism? Explain the causes of Absenteeism. (12)

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Q.6 A. Explain the need for Innovation in Human Resource Management. (12)

OR

B. Explain the challenges of Human Resource Manager in the changing environment. (12)