



SSK – 01

**B.Com. (Semester – VI) Examination, April 2017**  
**HUMAN RESOURCE MANAGEMENT (New)**

Duration : 2 Hours

Total Marks : 80

- Instructions:** i) **All questions are compulsory, however internal choice is available.**  
ii) **Answer sub-question in Q.1 and Q.2 in not more than 100 words each.**  
iii) **Answer Q. No. 3 to 6 in not more than 400 words each.**  
iv) **Figures to the right indicate marks.**

1. Write short notes on the following (**any four**) : (4×4=16)
- Job Rotation as a method of Job Design.
  - Internal sources of Recruitment.
  - Taylor's differential piece rate plan.
  - Limitations of Profit Sharing.
  - Suggestion Schemes.
  - Concept of Labour Welfare.
2. Write in brief on the following (**any four**) : (4×4=16)
- Suggestions for healthy growth of Trade Unions.
  - Effects of Absenteeism on Employees.
  - Concept of Employee branding.
  - Managerial Roles in Innovation.
  - Concept of Learning Organisations.
  - Changing role of HRM.
3. a) What is Human Resource Planning ? Explain its importance. 12
- OR
- b) Explain the methods of data collection for Job Analysis. 12
4. a) Explain the different sources of External Recruitment. 12
- OR
- b) What is Time Wage System ? Explain its merits. 12
5. a) State and explain the barriers to Employee Empowerment. 12
- OR
- b) Explain the activities of agencies which are actively involved in providing labour welfare. 12
6. a) Suggest measures to minimize labour turnover in the organisations. 12
- OR
- b) Explain the concept of innovation and justify the need for innovation. 12