



B.Com. (Semester – VI) Examination, April/May 2019
HUMAN RESOURCE MANAGEMENT (New)

Duration : 2 Hours

Total Marks : 80

- Instructions :** i) **All questions are compulsory, however internal choice is available.**
ii) **Answer sub-questions in Q. No. 1 and Q. No. 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. Answer in brief the following questions (**any four**) : **16**
- a) Meaning of Selection.
 - b) Job Enlargement.
 - c) Write a note on Taylor's Wage Differential Plan.
 - d) Features of Co-partnership.
 - e) Explain the concept of Works Committee.
 - f) Labour Welfare.
2. Write short notes on the following (**any four**) : **16**
- a) State any four causes of Labour Absenteeism.
 - b) Role of Trade Unions in Labour Welfare.
 - c) Concept of Innovative Organisation.
 - d) Factors responsible for changing environment of HRM.
 - e) Concept of Learning Organisation.
 - f) Managerial roles in Innovation.
3. a) Examine the factors influencing Job Design. **12**
- OR**
- b) Explain the benefits of outsourcing. **12**



4. a) Explain the factors determining Wage Rates. 12
- OR
- b) Suggest measures for making Human Resource Planning effective. 12
5. a) What is Profit Sharing Scheme? Examine the various features of the Profit Sharing Scheme. 12
- OR
- b) Suggest measures for the healthy growth of Trade Unions in India. 12
6. a) Examine the causes of Labour Turnover. 12
- OR
- b) Explain the need for innovation. 12
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