



**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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