



GTA – 01

**B.Com. (Semester – VI) Examination, October/November 2017
HUMAN RESOURCE MANAGEMENT (New Course)**

Duration : 2 Hours

Total Marks : 80

Instructions: i) *All questions are **compulsory**, however internal choice is **available**.*

ii) *Answer sub-questions 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)
 - a) Job enrichment.
 - b) External sources of recruitment.
 - c) Emerson's efficiency plan.
 - d) Concept of labour co-partnership.
 - e) Forms of workers participation in management.
 - f) Non-statutory Labour Welfare Programmes in Industries.

2. Write in brief on the following (**any four**) : (4×4=16)
 - a) Functions of Indian Trade Unions.
 - b) Causes of Labour Turnover.
 - c) Meaning of competencies in HRM.
 - d) Benefits of learning organisations.
 - e) Need for Innovation.
 - f) Concept of Business Process Re-Engineering.

3. a) What do you mean by Human Resource Planning ? Explain its objectives. 12

OR

 - b) Explain the various factors affecting Job Design. 12

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4. a) State the benefits of Business Process Outsourcing. **12**

OR

b) What is Piece Wage System ? Explain its merits. **12**

5. a) Describe the various conditions necessary for Employee Empowerment. **12**

OR

b) Critically examine the major weaknesses of Indian Trade Unions. **12**

6. a) Suggest the measures to minimize Labour Absenteeism in the organisation. **12**

OR

b) Explain the changing role of HRM in the light of change in environment. **12**
