



**M.Com. (Semester – III) Examination, November 2018**  
**COO3B2 : HUMAN RESOURCE DEVELOPMENT (OA-18)**

Duration : 3 Hours

Max. Marks : 60

- Instructions :**
- 1) This paper consists of **nine** questions carrying **equal** marks.
  - 2) Question No. **1** consists of **5 compulsory** questions of **2 marks each**.
  - 3) Answer **any 5** questions from question **2, 3, 4, 5, 6, 7, 8** and **9**.
  - 4) **Each** question carries **10** marks. Figures to the **right** indicate marks.
  - 5) Present value and Logarithm tables will be **supplied** on request.

1. Answer the following short questions in brief : (5×2=10)
    - a) Job analysis.
    - b) Indirect compensation.
    - c) State any four objectives of performance appraisal.
    - d) Coaching.
    - e) What do you mean by Motivation ?
  2. Define recruitment. Bring out the factors governing recruitment. 10
  3. Explain in detail the steps in selection of effective pay for performance system. 10
  4. Define Training. Explain in detail the process of training. 10
  5. What is social system ? Discuss the importance of understanding social system in an organization. 10
  6. What is Leadership ? Explain the behavioral approaches to Leadership style. 10
  7. Elaborate on the objectives, need and benefits of Human resource planning. 10
  8. Explain in detail succession planning and mentoring in an organization. 10
  9. Explain in detail Two Factor Theory of motivation. 10
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