



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

Duration : 3 Hours

Max. Marks : 60

Instructions : 1) Q.No. 1 is compulsory.

2) Answer any 5 questions from Qn. No. 2, 3, 4, 5, 6, 7, 8 and 9.

3) All the questions carries 10 marks each.

1. Answer the following short questions in brief :

(5x2=10)

a) Name any four source of External Recruitment.

b) Define “Fringe Benefits.”

c) Briefly explain the term Management By Objective (MBO).

d) Proper Employee Counselling can save the organization from greater disasters– Comment.

e) What do you mean by Employee Empowerment ? Name any two methods of empowerment.

2. A) What are the factors responsible for Recruitment ? Explain in brief.

6

B) What are the needs for Human Resource Planning in an organization ? Give a brief explanation.

4

3. A) Explain in detail, the process of determining wage and salary.

7

B) Point out the differences between “Wage” and “Salary”.

3

4. Explain traditional and modern methods of Performance Appraisal.

10

5. What do you mean by Human Resource Audit ? What is the purpose of such an audit ? What are the sections normally get audited ?

10

P.T.O.



- 6. A) Define Leadership. Explain the various styles of leaderships based on attitude and behaviour. 5
 - B) What is negotiation ? Explain the process of Negotiation. 5
 - 7. A) What is Job Description ? What are the typical elements in a job description ? 5
 - B) What are the factors primarily responsible for HRP strategies of an organization ? 5
 - 8. A) What are the primary objectives of Counselling ? 5
 - B) What is Career Planning ? Discuss some tools that assist Career Planning. 5
 - 9. What is Motivation ? Discuss its techniques and importance. 10
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