



**SRN – 24**

**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 :

(5×2=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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