



M.Com. (Semester – III) (Bus. Mang.) Examination, November 2015
COO 3B2 : HUMAN RESOURCE MANAGEMENT (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** short questions of **2 marks each**.

3) Answer **any 5** questions from questions **2, 3, 4, 5, 6, 7, 8 and 9**.

4) **Each** question carries **10** marks. Figures to the **right** indicate marks.

1. Answer the following short questions in brief :

(5×2=10)

- a) Job Enrichment
- b) Pay for Performance (PFP)
- c) Halo Error
- d) Coaching
- e) Employee Empowerment.

2. Discuss the importance of Recruitment in an organization and explain how Decentralized Recruitment has an edge over Centralized Recruitment.

(4+6)

3. Explain in detail determinants of wage and salary levels in an organization. 10

4. What is Performance Appraisal ? Explain various problems associated with Performance Appraisal.

(3+7)



5. Discuss the importance of understanding Social Culture in an organization. 10
 6. Explain the Alderfers ERG model of motivation. 10
 7. What is Job Analysis ? Differentiate Job Description and Job Specification. 10
 8. Explain in detail HR Audit and Succession Planning in an organization. 10
 9. Explain Contingency Approaches to leadership. 10
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