



**M.Com. (Semester – III) (Bus. Mang.) Examination, November 2016**  
**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** 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) What is the meaning of Downsizing ?
    - b) Explain the concept of Total Quality Management.
    - c) What is the purpose of Simulation Method ?
    - d) State any four functions of Trade Union.
    - e) What do you mean by Employee Empowerment ?
  2. A) Explain the Recruitment Process. 5  
B) Differentiate Job description and Job specification. 5
  3. A) Discuss the objectives of Effective Employee Compensation. 5  
B) Explain the external equity approach to compensation. 5
  4. Elaborate performance appraisal with a special focus on modern appraisal methods. 10
  5. Define Organisational Culture. Bring out different dimensions of Corporate Culture. 10
  6. A) Explain the significance of employee motivation. 4  
B) Elaborate the various motivational hygiene factors. 6
  7. What is Career Planning ? Explain the various stages in Career Development. 10
  8. Examine the purpose of interview and discuss the common interview problems. 10
  9. What is Pay For Performance ? Bring out the problems associated with PFP. 10
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