



**M.Com. (Semester – III) Examination, November 2017**  
**COO3B2 : HUMAN RESOURCE DEVELOPMENT (OA-18)**

Duration : 3 Hours

Total Marks : 90 (60 to be answered)

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

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

3) **All** the questions carry **10** marks **each**.

1. Answer the following short questions in brief : (5×2=10)
  - a) Define “Recruitment” and “Selection”.
  - b) Write a short note on “Employee Stock Option Scheme”.
  - c) What do you mean by Induction Training ?
  - d) What is the need of Succession Planning in an organization ?
  - e) Discuss the process of “Collective Bargaining” in brief.
2. A) What is Human Resource Planning ? Explain the objectives of HRP in brief. 6  
B) Differentiate between Job Enlargement and Job Enrichment. 4
3. What are the factors determining wage and salary differentials ? 10
4. A) Define training. What are the steps in planning a systematic training for employees ? 7  
B) Discuss the process of performance appraisal. 3
5. A) What do you mean by organizational culture ? How does an employee learn it ? 5  
B) Write an explanatory note in “HR Audit”. 5

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| 6. A) State the conceptual aspects of Two Factor Theory of motivation.                             | 6  |
| B) What do you mean by Leadership ? Explain the feature of a democratic leader.                    | 4  |
| 7. A) What are the key areas of testing in the phase of selecting a candidate ?                    | 5  |
| B) Briefly explain the methods of job analysis.  | 5  |
| 8. Explain the expectancy theory proposed by Vroom.  | 10 |
| 9. What do you understand by the term "Counselling" ? Discuss the nature and steps followed in it. | 10 |
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