



B.Com. (Semester – VI) (Repeat) Examination, October/November 2018
HUMAN RESOURCE MANAGEMENT

Duration : 2 Hours

Total Marks : 80

Instructions: i) **All questions are compulsory, however internal choice is available.**

ii) **Answer sub-question in Q. 1 and Q. 2 in not more than 100 words each.**

iii) **Answer Q.No. 3 to 6 in not more than 400 words each.**

iv) **Figures to the right indicate marks.**

1. Write short notes on the following (any four) : 16

- a) Meaning of selection.
- b) Concept of Job Analysis.
- c) Rowan Plan.
- d) Objectives of workers participation in management.
- e) Profit sharing scheme.
- f) Statutory welfare facilities.

2. Write in brief on the following (any four) : 16

- a) Causes of labour absenteeism.
- b) Suggestions for healthy growth of Trade unions.
- c) Concept of learning organisations.
- d) Employee branding.
- e) Concept of Innovation.
- f) Business process Re-Engineering.

3. a) Explain in detail Human Resource Planning Process. 12

OR

b) What are the various factors affecting Job Design ? 12



4. a) State the benefits of Business Process Outsourcing. 12

OR

b) Explain the merits and demerits of piece wage system. 12

5. a) What are the various forms of Employee Empowerment ? 12

OR

b) Critically analyse the major weaknesses of Indian Trade Unions. 12

6. a) What is Labour Turnover ? Explain the causes of Labour Turnover. 12

OR

b) Explain the changing Environment of HRM. 12
