



VED – 01

**B.Com. (Semester – VI) (Repeat) Examination, October 2016**  
**HUMAN RESOURCE MANAGEMENT**  
**(New Course)**

Duration : 2 Hours

Total Marks : 80

- Instructions :** i) **All questions are compulsory, however internal choice is available.**  
ii) **Answer sub-questions in Q.1 and Q.2 in not more than 100 words each.**  
iii) **Answer Q.No. 3 to Q.No. 6 in not more than 400 words each.**  
iv) **Figures to the right indicate marks assigned to the questions.**

1. Answer the following (any four) : (4×4=16)

- Mention the steps in human resource planning process.
- Explain the concept of job design.
- State any four essentials of a sound wage system.
- Mention any four limitations of piece wage system.
- State any four objectives of workers participation in management.
- Suggest any four measures to minimise labour turnover.

2. Write short notes on the following (any four) : (4×4=16)

- Concept of labour welfare.
- Trade Union Movement in India.
- Employee Branding.
- Business Process Re-engineering (Concept only)
- Employee unethical practices and role of human resource manager.
- Operational enablers of innovation.

3. A) Explain the barriers to human resource planning.

12

OR

B) Describe any three methods of data collection for job analysis.

12

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4. A) Discuss the external sources of recruitment. 12
- OR
- B) Describe the factors that determine wage rates in an organisation. 12
5. A) Explain the merits and demerits of Profit Sharing Scheme. 12
- OR
- B) What are your suggestions for healthy growth of Trade Unions in India ? 12
6. A) Examine the role of Labour Welfare Agencies in India. 12
- OR
- B) Explain the factors responsible for changing environment of Human Resource Management. 12