



SU – 01

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

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 6 in not more than 400 words each.**
iv) **Figures to the right indicate marks.**

1. Write short notes on the following (any four) : (4×4=16)
- Concept of Job Analysis.
 - Need for outsourcing.
 - Limitations of time rate system.
 - Halsey Premium Incentive Plan.
 - Barriers to employee empowerment.
 - Measures to minimise labour absenteeism.
2. Write in brief on the following (any four) : (4×4=16)
- Objectives of Labour Welfare.
 - Functions of Trade Unions.
 - Concept of Employee branding.
 - Need for innovation.
 - Need for Business Process Re-engineering.
 - Factors influencing innovation culture.
3. a) What is Human Resource Planning ? Explain the process of Human Resource Planning. 12
- OR
- b) Explain in detail the steps in Job Analysis process. 12

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4. a) Explain in detail external sources of Recruitment. 12
OR
b) Explain the various factors determining wage policy. 12
5. a) Discuss the different forms of workers participation in management. 12
OR
b) Suggest measures for healthy growth of trade unions in India. 12
6. a) Explain the causes and consequences of Labour Turnover. 12
OR
b) Explain the factors responsible for changing environment of Human Resource Management. 12