



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)
- a) Concept of Job Analysis.
 - b) Need for outsourcing.
 - c) Limitations of time rate system.
 - d) Halsey Premium Incentive Plan.
 - e) Barriers to employee empowerment.
 - f) Measures to minimise labour absenteeism.
2. Write in brief on the following (**any four**) : (4×4=16)
- a) Objectives of Labour Welfare.
 - b) Functions of Trade Unions.
 - c) Concept of Employee branding.
 - d) Need for innovation.
 - e) Need for Business Process Re-engineering.
 - f) 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

