

**Vidya Vikas Mandal's**  
**Shree Damodar College of Comm & Eco**  
**M.Com. (Semester -III) Examination, November 2019**  
**BUSINESS MANAGEMENT**  
**C003B2: Human Resource Development(0A-18)**

Duration :3 Hours

Max. Marks:60

***Instructions:***

- 1) This paper consists of **nine** questions carrying equal marks.*
- 2) Question No.1 consists of **5 compulsory** questions of 2 marks each*
- 3) Answer **any 5** questions from questions **2,3,4,5,6,7,8 and 9***
- 4) **Each** question carries **10** marks. Figures to the **right** indicate marks.*

1. Answer the following short questions in brief **(5X2=10)**
  - a) Objectives of HRP.
  - b) Wages as compensation.
  - c) Succession planning.
  - d) State human needs.
  - e) HR audit
2. What do you mean by recruitment? Explain briefly the internal sources of recruitment. **10**
3. Define human resource planning and explain the procedure involved. **10**
4. What do you understand by employee compensation and explain in detail theories of compensation? **10**
5. Define PFP and also elaborate on different drawbacks of PFP. **10**
6. Outline the procedure of performance appraisal **10**
7. Define the terms career, career planning and elaborate on various career development initiatives. **10**
8. What is employee participation. State and explain different employee participation programmes. **10**
9. 'Work efforts is directed towards behaviour'. Elaborate Vroom's theory motivation. **10**