

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**