

Vidya Vikas Mandal's  
Shree Damodar College of Commerce & Economics, Margao-Goa  
TY B.Com, Semester-VI, Semester End Examination, January 2021  
Human Resource Management (Old Course)

**Duration: 2hrs** **Max Marks: 80**

**Instructions:**

1. Start each question on fresh page.
2. Figures to the right indicate maximum marks.

**Q. 1. Write short note on any 04 of the following: (4x4=16)**

- a. Concept of Job design.
- b. Employee branding.
- c. Business Process Re-engineering.
- d. Objectives of workers participation in management.
- e. Limitations of Piece wage system.
- f. Importance of Human Resource Planning.

**Q. 2. Write short note on any 04 of the following: (4x4=16)**

- a. Measures to minimize labor turnover.
- b. Essentials of a sound wage system.
- c. Need for Innovation.
- d. Halsey Premium Incentive Plan.
- e. Functions of Trade Union.
- f. Barriers to employee empowerment.

**Q. 3. A. Explain the various methods of data collection for Job analysis. (12)**

OR

**B. "Recruitment is a process of searching for prospective candidates for a job". With reference to this explain the external sources of recruitment. (12)**

**Q.4.A Explain the factors that determine the wage rate. (12)**

OR

**B. Explain the merits and demerits of Profit sharing scheme. (12)**

Q.5.A. Suggest measures for healthy growth of trade unions in India. (12)

OR

B. Explain the various forms of Workers participation in management. (12)

Q.6.A. Explain the factors responsible for changing environment of Human resource management. (12)

OR

B. Explain the causes of labour Absenteeism. (12)