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Total No. of Pages : 02

Total No. of Questions : 09

B.Com. (Hons) (Sem.-3)
HUMAN RESOURCE MANAGEMENT
Subject Code : BCOM-303-18
M.Code : 76651
Date of Examination : 13-12-2023

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. **SECTION-A is COMPULSORY** consisting of TEN questions carrying TWO marks each.
2. **SECTIONS-B** consists of FOUR Sub-sections : Units-I, II, III & IV.
3. Each Sub-section contains TWO questions each, carrying TEN marks each.
4. Student has to attempt any ONE question from each Sub-section.

SECTION-A

I. Answer briefly :

- a) Explain Poaching.
- b) Centralized Vs. Decentralized Recruitment.
- c) What is vestibule training?
- d) What are the HRM practices in India?
- e) Explain types of fringe benefits.
- f) Differentiate between job enrichment and job enlargement.
- g) Write a short note on identification of training needs.
- h) Write about industrial conflict.
- i) What is 360-degree appraisal? What are its objectives?
- j) Discuss the factors affecting human resource planning.

SECTION-B

UNIT- I

2. *"With ever growing outsourcing of HR activities there is no place for HR department in the overall organizational structure."* Give your view point.
3. *"Human Resource planning has greater relevance in the present day context of technological revolution than ever before."* Substantiate this statement.

UNIT-II

4. Are job descriptions really necessary? What would happen if a company decides not to use any job description at all?
5. Describe the practices of recruitment followed in India. Discuss the sources of recruitment in India.

UNIT-III

6. Distinguish between induction and training. Explain the significance of on – the – job training.
7. Discuss the benefits and limitations of career planning and development. Which steps can be taken to make it more effective?

UNIT-IV

8. Explain why performance management is important in accomplishing organizational goals?
9. Explain the components of pay structure in India. Discuss the different methods of wages and salary.

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.