



SSK – 01

B.Com. (Semester – VI) Examination, April 2017
HUMAN RESOURCE MANAGEMENT (New)

Duration : 2 Hours

Total Marks : 80

- Instructions:** i) *All questions are compulsory, however internal choice is available.*
ii) *Answer sub-question 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) Job Rotation as a method of Job Design.
 - b) Internal sources of Recruitment.
 - c) Taylor's differential piece rate plan.
 - d) Limitations of Profit Sharing.
 - e) Suggestion Schemes.
 - f) Concept of Labour Welfare.

2. Write in brief on the following (**any four**) : (4×4=16)
 - a) Suggestions for healthy growth of Trade Unions.
 - b) Effects of Absenteeism on Employees.
 - c) Concept of Employee branding.
 - d) Managerial Roles in Innovation.
 - e) Concept of Learning Organisations.
 - f) Changing role of HRM.

3. a) What is Human Resource Planning ? Explain its importance. 12
OR
b) Explain the methods of data collection for Job Analysis. 12

4. a) Explain the different sources of External Recruitment. 12
OR
b) What is Time Wage System ? Explain its merits. 12

5. a) State and explain the barriers to Employee Empowerment. 12
OR
b) Explain the activities of agencies which are actively involved in providing labour welfare. 12

6. a) Suggest measures to minimize labour turnover in the organisations. 12
OR
b) Explain the concept of innovation and justify the need for innovation. 12