

**Goa Vidyaprasarak Mandal's**  
**GOPAL GOVIND POY RAITURCAR COLLEGE OF COMMERCE AND**  
**ECONOMICS, PONDA-GOA**  
**B.COM. CBCS (SEMESTER – VI) EXAMINATION, AUGUST 2020**  
**HUMAN RESOURCE MANAGEMENT (CC 17)**

**Duration:- 2 hours**

**Marks:- 30**

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**Instructions:-** i) **All** questions are **compulsory**; however, **internal choice** is available  
ii) Figures to the **right** indicate marks assigned to the question.

**Q.1) Answer the following (any five) : (10)**

- i. Importance of Human Resource Planning (any four points).
- ii. Factors determining wage rates (any four points).
- iii. Objectives of labour welfare (any four points).
- iv. Concept of competencies.
- v. Techniques of job design (any four).
- vi. Advantages of profit sharing (any four points).
- vii. Weaknesses of Indian trade unions (any four points).
- viii. Concept of re-engineering.

**Q.2) Answer the following in detail (any four): (20)**

- a) Sources of recruitment.
- b) Forms of employee empowerment.
- c) Causes of labour absenteeism.
- d) Challenges before HR Manager in a changing environment.
- e) Forms of workers participation in management.
- f) Suggestions for reducing labour turnover.

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