

Total No. of Printed Page:2

**T.Y. B.Com. Semester-VI (Repeat) / One Time Opportunity
EXAMINATION October 2019
Human Resource Management**

[Duration : Two Hours]

[Max. Marks: 80]

Instructions:

- i) All questions are **compulsory**, however internal choice is **available**.
- ii) Answer sub-questions in Q. No. 1 and Q. No. 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. Answer in brief the following questions (**any four**): 16
 - a) Explain the need for Outsourcing.
 - b) Job Rotation
 - c) Write a note on Rowan Plan
 - d) State any four features of Payment of Bonus Act 1965
 - e) Auto Management
 - f) State any four objectives of Labour Welfare.
 2. Write short notes on the following (**any four**): 16
 - a) Role of government in Labour Welfare.
 - b) State any four weaknesses of Indian Trade Unions.
 - c) Features of Innovative Organisation.
 - d) Concept of Business Process Re-engineering.
 - e) Meaning of Learning Organisation.
 - f) Concept of Competencies.
 3. a) What is Human Resource Planning? Explain the steps involved in Human Resource Planning. 12

OR

 - b) Examine any four methods of data collection for Job Analysis. 12
4. a) Examine the essentials of a sound wage system. 12

OR

- b) Explain the external sources of recruitment. 12

5. a) Explain the various functions of a Trade Union. 12
OR
b) What is Employee Empowerment? Examine the barriers in Employee Empowerment. 12
6. a) What is Labour Turnover? Suggest some measures for minimizing Labour Turnover? 12
OR
b) What is Employee Branding? Explain the four Es of Employee Branding. 12