



B.Com. (Semester – VI) (Repeat) Examination, October/November 2018
HUMAN RESOURCE MANAGEMENT

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**) : 16
- a) Meaning of selection.
 - b) Concept of Job Analysis.
 - c) Rowan Plan.
 - d) Objectives of workers participation in management.
 - e) Profit sharing scheme.
 - f) Statutory welfare facilities.
2. Write in brief on the following (**any four**) : 16
- a) Causes of labour absenteeism.
 - b) Suggestions for healthy growth of Trade unions.
 - c) Concept of learning organisations.
 - d) Employee branding.
 - e) Concept of Innovation.
 - f) Business process Re-Engineering.
3. a) Explain in detail Human Resource Planning Process. 12
- OR
- b) What are the various factors affecting Job Design ? 12

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4. a) State the benefits of Business Process Outsourcing. 12
OR
b) Explain the merits and demerits of piece wage system. 12
5. a) What are the various forms of Employee Empowerment ? 12
OR
b) Critically analyse the major weaknesses of Indian Trade Unions. 12
6. a) What is Labour Turnover ? Explain the causes of Labour Turnover. 12
OR
b) Explain the changing Environment of HRM. 12