



ANP – 01

**B.Com. Examination, April/May 2019
HUMAN RESOURCE MANAGEMENT**

Duration : 3 Hours

Max. Marks : 100

- Instructions :**
- All questions are compulsory, however, internal choice is available.**
 - Answer sub-question in Question No. 1 and Question No. 2 in not more than 100 words each.**
 - Answer Question No. 3 to Question No. 6 in not more than 500 words each.**
 - Figures to the right indicate marks assigned to the questions.**

1. Answer the following in brief (**any five**) : 20
 - a) Barriers to Human Resource Planning (any four).
 - b) Benefits of Business Process Outsourcing (any four).
 - c) Time wage system.
 - d) Employee empowerment.
 - e) Objectives of workers participation in management.
 - f) Labour welfare.
 2. Write short notes on **any five** of the following : 20
 - a) Effects of labour turnover (any four)
 - b) Functions of trade unions
 - c) Factors responsible for changing environment of HRM (any four)
 - d) Innovation
 - e) Employee branding
 - f) Learning organization.
 3. A) Explain the term HRP and explain the HRP process. 15

OR

X) What is job design ? Explain the techniques of job design. 15
- P.T.O.

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4. A) What is meant by recruitment ? Explain the sources of recruitment. 15

OR

X) Explain the merits and demerits of profit sharing. 15

5. A) Explain the essentials of a good wage plan. 15

OR

X) Explain the weaknesses of Indian Trade Unions. 15

6. A) Suggest measures to reduce labour absenteeism. 15

OR

X) What is meant by Business Process Re-engineering ? Explain the process of Business Process Re-engineering. 15