## Goa Vidyaprasarak Mandal's

## GOPAL GOVIND POY RAITURCAR COLLEGE OF COMMERCE & ECONOMICS FARMAGUDI, PONDA –GOA

## B.Com. CBCS (SEMESTER VI) EXAMINATION, JUNE2022 HUMAN RESOURCE MANAGEMENT (CC17)

Max. Marks: 80

**Duration: TwoHours** 

| Instructions: i) All questions are compulsory; however internal choice is ii) Answer sub-questions in Question No.1 and Q. No.             |                   |
|--|-------------------|
| iii) Answer Question No. 3 to Question No. 6 in <b>not</b> more that iv) Figures to the <b>right i</b> ndicate marks assigned to the quest |                   |
| Q. 1 Answer the following in brief (Any four):   | (16)              |
| a) Meaning of Human Resource Management  |                   |
| b) Factors affecting job design (any four points)  |                   |
| c) Meaning of selection  |                   |
| d) Meaning of profit sharing   |                   |
| e) Meaning of employee empowerment   |                   |
| f)Meaning of workers participation in management   |                   |
| Q. 2 Answer the following in brief (Any four):   | (16)              |
| i) Concept of labour welfare   |                   |
| ii) Meaning of trade union   |                   |
| iii) Effects of labour absenteeism (any four points)   |                   |
| iv) Causes of labour turnover (any four points)  |                   |
| v) Changing environment of Human Resource Management   | (any four points) |
| vi) Challenges before Human Resource Manager (any four p   | points)           |
| Q. 3A) Explain the sources of recruitment.   | (12)              |
| OR Q. 3 X) Explain the need for outsourcing.   | (12)              |
| Q. 4 A) Explain the factors determining the wage rate.(12)  OR   |                   |
| Q. 4 X) Explain the forms of workers participation in manag  | gement.(12)       |
| Q. 5 A) Explain the objectives of labour welfare.  OR  | (12)              |
| Q. 5 X) Explain the weaknesses of Indian trade unions.   | (12)              |
| Q.6 A) Explain theprocess of job analysis.  OR   | (12)              |
| Q.6 X) Explain the barriers to employee empowerment.   | (12)              |
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