## Goa Vidyaprasarak Mandal's

## GOPAL GOVIND POY RAITURCAR COLLEGE OF COMMERCE AND ECONOMICS FARMAGUDI, PONDA- GOA

**B.COM. CBCS (SEMESTER-VI) REPEAT EXAMINATION, NOVEMBER 2023** 

**Duration: 2 Hours** 

## HUMAN RESOURCE MANAGEMENT

Marks: 80

Instructions: i) All questions are compulsory, however internal choice is available ii) Answer sub-questions in Question No.1 and Q. No. 2 in not more than 100	
words <b>each</b> iii) Answer Question No. 3 to Question No.6 in <b>not</b> more than <b>400</b> words <b>each</b> iv) Figures to the <b>right i</b> ndicate marks assigned to the questions	
<ul> <li>Q.1) Answer the following in brief (any four):</li> <li>a) Meaning of selection.</li> <li>b) Observation as a method of data collection in the context of job analysis.</li> <li>c) Importance of Human Resource Management. (any four points)</li> <li>d) Meaning of employee empowerment.</li> <li>e) Meaning of worker's participation in management.</li> <li>f) Meaning of co-partnership.</li> </ul>	(16)
<ul> <li>Q.2) Answer the following in brief (any four): <ol> <li>i) Effects of labour turnover. (any four points)</li> <li>ii) Objectives of labour welfare. (any four points)</li> <li>iii) Changing environment of Human Resource Management. (any four points)</li> <li>iv) Functions of trade union. (any four points)</li> <li>v) Concept of labour welfare.</li> <li>vi) Challenges before Human Resource Manager. (any four points)</li> </ol> </li> </ul>	(16)
Q.3.A) Explain the need for outsourcing.	(12)
OR	
Q.3.X) Objectives of Human Resource Planning.	(12)
Q.4.A) Explain the essentials of a sound wage system.	(12)
OR	
Q.4.X) Explain the forms of employee empowerment.	(12)
Q.5.A) Explain the weaknesses of Indian trade unions.	(12)
OR	
Q.5.X) Explain the causes of labour absenteeism.	(12)
Q.6.A) Explain the methods/techniques of job design.	(12)
OR	
Q.6.X) Explain the forms of worker's participation in management.	(12)