

B. Com (Hons.) (Semester – 3rd)
HUMAN RESOURCE MANAGEMENT
Subject Code: BCOM1-312
Paper ID: [140117]

Time: 03 Hours **Maximum Marks: 60**

Instruction for candidates:

1. Section A is compulsory. It consists of 10 parts of two marks each.
2. Section B consist of 5 questions of 5 marks each. The student has to attempt any 4 questions out of it.
3. Section C consist of 3 questions of 10 marks each. The student has to attempt any 2 questions.

Section – A **(2 marks each)**

Q1. Attempt the following:

- a. What is Human Resource Management?
- b. What is Job analysis?
- c. Discuss any two recruitment sources.
- d. What are the major objectives of transfer?
- e. What is cognitive ability test?
- f. What is meant by vestibule training?
- g. What do you understand from the term ‘performance appraisal’?
- h. Discuss piece rate system of wage payment.
- i. What do you mean by social security of employees?
- j. What are fringe benefits?

Section – B **(5 marks each)**

- Q2. What are the main steps to be in manpower planning?
- Q3. Explain the different steps in selection process.
- Q4. What is promotion? What are the essentials of a good promotion policy?
- Q5. Discuss the various stages of effective career planning.
- Q6. Write a short note on grievance handling and redressal of employees.

Section – C **(10 marks each)**

- Q7. Discuss about the nature and significance Human Resource management.
- Q8. What are the objectives of performance appraisal system? Explain its different techniques in detail.
- Q9. Define wage payment. Explain the various methods of wage payment.