Roll No……..….. **Total No. of Printed Pages: 1**
Total No. of Questions: [09]

B.Com (E- Commerce) (Semester – 3rd)
HUMAN RESOURCE MANAGEMENT
Subject Code: BCOM2305
Paper ID: [18140215]

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 the primary objective of Human Resource Management (HRM)?
b. What is the difference between training and development?
c. What are fringe benefits?
d. What role does HR play in ensuring employee health and safety?
e. How are grievances generally handled in organizations?
f. What are the main sources of recruitment?
g. List the methods of wage payment.
h. How can transfers impact employee morale and productivity?
i. What challenges might arise from frequent job changes for employees?
j. List the potential advantages and disadvantages of promoting from within?

Section – B **(5 marks each)**

Q2. Which techniques are used in job analysis?
Q3. Describe the basic steps in the selection process.
Q4. What are the primary objectives of career planning and development in an organization
Q5. What are the common methods of job evaluation
Q6. How can transfers and promotions together contribute to talent management?

Section – C **(10 marks each)**

Q7. What factors influence manpower planning? What are the key stages in the manpower planning process, and what challenges commonly arise?
Q8. Discuss performance appraisal techniques. How do various performance appraisal techniques support employee growth and organizational goals?
Q9. Explain online and off line training methods. What strategies can organizations use to evaluate training effectiveness, and how do these impact employee performance?