

**Vidya Vikas Mandal's**  
**Shree Damodar College of Commerce & Economics, Margao-Goa**  
**TY B.Com, Semester-VI (CBCS) Repeat, Semester End Examination Nov 2023**  
**Human Resource Management (COC 112)- Truncated**

**Duration: 2hrs****Max Marks: 80****Instructions:**

- i. All questions are compulsory
- ii. Start each question on a fresh page
- iii. Answer sub-Questions in question no.1 and question no.2 in not more than 100 words each.
- iv. Answer Questions no.3 to Question no.6 in not more than 400 words each.
- v. Figures to the right indicate maximum marks

Q.01. Answer the following in brief. (Any 4) (16 Marks)

- a. Significance of Human Resource Management.
- b. Job Rotation
- c. Business Process Outsourcing
- d. Employee Stock Option Plan
- e. Piece wage system
- f. Joint Management Councils

Q.02. Write short notes on the following: (Any 4) (16 Marks)

- a. Objectives of Labour welfare.
- b. Weaknesses of Indian Trade Unions.
- c. Causes of Labour Turnover
- d. Challenges before HR manager
- e. Job Specification
- f. Factors responsible for changing environment of Human Resource Management

Q.03. A) Explain the process of the Job Analysis. (12 Marks)

**OR**

X) Elaborate on the methods of data collection for Job Analysis. (12 Marks)

Q.04. A) Explain the merits and demerits of Time wage system. (12 Marks)

**OR**

X). Explain the forms of human resource empowerment. (12 Marks)

Q.05. A) Explain the Functions of Trade Unions. (12Marks)

**OR**

X) Enumerate on the measures to minimize labour turnover. (12Marks)

Q.06. A) Explain the essentials of a sound wage system. (12 Marks)

**OR**

X) Explain the Statutory Labour Welfare Programmes in Industries. (12 Marks)